West Oxford Community Primary School

Equality and Diversity Policy and Objectives

Date Written: April 2024

To be Reviewed: April 2026

At West Oxford Community Primary School we aim to stay on TRACK by being a Community who show Teamwork, Resilience, Ambition, Creativity and Kindness. We strongly believe in a child centered approach where everybody is included in a richly diverse environment, ensuring that every child has the right to belong.

This policy is based on the standards set out in article two of the UN convention on the rights of the child (1989) which states that children are entitled to a life 'without discrimination of any kind, irrespective of child's or their parent/carers race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status' Through following the Equality Act 2010 and the principles outlined in this policy, we ensure that our school does not discriminate against:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or natural origin)
- Religion or belief
- Sex and sexual orientation

We also promote the development of a curriculum which has an emphasis on 'personal development' as outlined in the 2019 Ofsted guidance:

- Developing responsible, respectful and active citizenship
- Developing and deepening pupils' understanding of the fundamental British Values of democracy, individual liberty, the rule of law and mutual respect and tolerance
- Promoting equality of opportunity so that all pupils can thrive together, understanding that difference is a positive characteristic making a person unique

At West Oxford, we believe that children are entitled to an education that is a celebration of their uniqueness within a diverse community. Following these principles:

1, All staff and governors will model equity, fairness and respect for all in our environment.

2, We will create an inclusive environment for learning where differences are celebrated

3, All staff will champion the UN convention rights of the child

The school will:

- ➔ Ensure that all children and staff in its care are protected from any prejudice and harm which is in violation of the equality act 2010
- ➔ Ensure that our environment reflects diversity of its student body
- ➔ Promote equal opportunities for all children and staff
- ➔ Include staff and student voice in decision making
- ➔ Promote equity for children of diverse backgrounds

The staff will:

- ➔ Be trained in restorative practices which allow issues to be managed empathetically
- ➔ Use diverse individuals from human history across the two year curriculum
- ➔ Identify and address stereotypes

The children will:

- ➔ Children will be taught to use their critical faculties to identify language and behaviours that are discriminatory and/or problematic
- ➔ Our expectation will be to have a proactive student body who are; 'Wise compassionate citizens with the power to make a difference'

How will we know it is working?

- ➔ Through regular surveys of all stakeholders
- ➔ The school responding swiftly to concerns raised in surveys
- ➔ The teaching and learning and environment will reflect a diverse and inclusive curriculum
- ➔ Active communication and interaction from the wider community **Equality**

Objectives for West Oxford Community Primary School 2022-2024

1. **To monitor and analyse pupil achievement by gender, race and disability and act on any trends or patterns in the data that require additional support for pupils**
2. **To raise levels of attainment in core subjects for vulnerable learners including those in receipt of pupil premium funding**
3. **To review, through regular surveys, the opinions of children and parents/carers and swiftly act on any concerns that arise.**
4. **To encourage all children and adults to not stereotype genders and allow others the freedom of expression and individuality.**