

## **West Hill Primary School Governors' Statement on Equality**

### **1. Our statement:**

At West Hill Primary School, we will always recognise and value the uniqueness and achievement of every child, and respect the dignity of all members of our school family. We are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils whatever their needs or abilities.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We are committed to ensuring equality of education and opportunity for all pupils. We recognise and celebrate the differences that exist amongst us, we treat all people fairly and we strive to eliminate discrimination wherever it exists.

Equality is a whole school practice and applies to all members of our school community. Discrimination on the basis of colour, culture, origin, sex, ability, socio-economic background, political and religious belief is unacceptable in our school.

### **2. How we achieve equality and put this into practice?:**

- Every member of our school family contribute towards a happy and caring environment by showing respect for, and appreciation of, each other as individuals.
- The primary objective of this school is to educate, develop and prepare all our pupils, whatever their sex, colour, culture, religion, origin or ability, for life.
- We encourage and promote multicultural and diversity-related topics of education within PSHE, history, geography, French, school assemblies and values. We enable learning and plan school visits that reflect different communities other than our own, for instance we are linked to a school in Nigeria.
- The School makes reasonable adjustments to ensure that no pupil is placed at a substantial disadvantage. We ensure staff have the necessary skills to support all our pupils whatever their needs and we monitor the effects of these adjustments and this policy.
- We ensure that we gain feedback about our approach to equality from pupils, staff and parents via our parents questionnaire, the school council and other sources such as the local community.

### **3. Our Equality Objectives:**

The Governing Board acknowledges its responsibilities to ensure that there is no discrimination, harassment or victimisation of a pupil, or potential pupil, in accordance with the following 'protected characteristics' in the Equality Act 2010: Age, Disability, Race, Religion or belief, Sex and Sexual orientation.

The Governing Board have set the following Equality Objectives for the next four academic years:

These will be monitored by the Governing Board regularly, and reviewed at least annually in the summer term.

- Narrowing gaps in attainment between girls and boys, particularly in writing.
- Ensure effective use of Pupil Premium, closely monitoring its impact on disadvantaged pupils.
- Improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities.