



Equality Information, Objectives and Diversity Statement

Intent:

- Lambley Primary School welcomes a diverse population of both pupils and staff.
- At Lambley Primary School, we believe that pupils, parents and carers, employees and all within our school community should have a safe and secure environment; free from discrimination, harassment and victimisation. We want Lambley to be a place where diversity is celebrated and where individuals feel valued and respected for who they are.
- In order to consolidate and build upon this diversity, it is essential that equality of opportunity and the absence of unfair discrimination be at the core of all the school's activities
- We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith, religion or socio-economic background.
- We aim to develop a culture of inclusion and diversity in which those connected to the school feel proud of their identity and able to participate fully in school life.

Implementation:

- The school is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:
 - Communicating its commitment to equality and diversity to all members of Lambley Primary School community;
 - Communicating where responsibility lies for equality issues;
 - Providing training for decision-makers and briefing for staff and pupils;
 - Maintaining mechanisms for implementation, monitoring, evaluation and review;
 - Taking positive action to redress any under-representation of particular sub-groups in the workforce;
 - Treating acts of discrimination as a disciplinary offence.
 - Consulting with unions, interested groups and individuals, internal and external.
- The Governing Body have responsibility for ensuring that the school operate within the legal framework for equality and for implementing the policy throughout the school. Discriminatory issues are dealt with by the appropriate committee.
- Lambley Primary School has an equality policy in place.
- We use our school data and school profile to identify and publish equality objectives.
- We use SIMs and national census data to identify protected characteristics and set our equality objectives.
- These are updated every three years but progress towards them is reviewed annually.

Impact:

- We will measure our impact against the following objectives.
- These will be reviewed regularly to ensure that they are met and having impact.
- To ascertain impact we will listen to all areas of the school community (pupils, parents, staff, governors)

- Our current objectives are:

Equality Objective One: Understanding and showing respect and appreciation of others' religious beliefs

Protected Characteristic: Religion

Why?

At present, all pupils at Lambley Primary School are of the same (Christian) or of no religion. Too few pupils at school were able to recognise and understand the varying religious beliefs in the local area and beyond. There is the potential for prejudicial incidents based upon the lack of understanding of other people's faiths. We want to increase pupil awareness and understanding of different religions and faiths and help to develop positive attitudes towards people of different religions and faiths.

How?

- Extend the school uniform policy (including for PE) to cater for varying religious sensitivities
- Carry out an annual whole school PSHE/ RSE unit of work focussed on difference and diversity
- Link to British Values- a golden thread through subjects across the curriculum
- Introduce 'Our World' assemblies to tackle the issue and discuss appropriate language and meaning
- Embed the new RE curriculum, following the Nottinghamshire agreed syllabus to focus on a deeper understanding and acceptance of varying faiths
- Hold an annual Parent/ Carer Showcase to share the work we have done to celebrate diversity and equality
- Curriculum Link Governors and Anti-Bullying Governor will visit the school on a regular basis to review policies and practice and to hold the school to account

Equality Objective Two: Promote positive attitudes towards race equality

Protected Characteristic: Race & Ethnicity

Why?

At present, our school community has very little racial diversity and this is also true of our immediate surrounding area. Data shows that this is an area for development within the wider community and we want to do all we can to reduce the risk of prejudicial incidents or extremism. As a result, the children will display positive attitudes towards the promotion of race equality and there should be no incidents of the inappropriate use of language related to race equality.

How?

- Carry out an annual whole school PSHE/ RSE unit of work focussed on difference and diversity

- Link to British (and school) Value - RESPECT- a golden thread through subjects across the curriculum
- Introduce 'Our World' assemblies to tackle the issue and discuss appropriate language and meaning
- Involve Pupil Voice in carrying out Pupil Interviews across school to gather perceptions on their current understanding/views
- Hold an annual Parent/ Carer Showcase to share the work we have done to celebrate diversity and equality
- Continue to have a zero-tolerance approach to incidents relating to the use of inappropriate language related to race, and ethnicity equality
- Curriculum Link Governors and Anti-Bullying Governor will visit the school on a regular basis to review policies and practice and to hold the school to account