



# The Federation of Spixworth Schools

## Equality Objectives Statement

In order to comply with the public sector equality duty, schools must publish their equality objectives statement. This is a declaration of aims that ensures equality to all members of the school's community.

This is our Equality Objectives Statement.

### Introduction

At The Federation of Spixworth Schools we welcome our duties under the Equality Act 2010. The federation's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender or gender identity
- Age
- Ethnicity, culture, national origin or national status
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

The Federation of Spixworth Schools aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our schools are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### Aims to eradicate discrimination

The Federation of Spixworth Schools believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the federation. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude

- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to age-appropriate ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

### **Dealing with prejudice**

The Federation of Spixworth Schools does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our federation with the utmost severity. When an incident is reported, through a thorough reporting procedure, our federation is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. Prejudice-related incidents are reported to the local authority annually.

At The Federation of Spixworth Schools, our pupils are taught to be:

- Understanding of others
- Respecting of difference
- Welcoming with a shared sense of belonging
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

The federation's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Treat other members of the school community fairly
- Not discriminate against any member of the school community
- Deliver curricula and lessons that reflect the aims above
- Deal with any prejudice-related incidents that occur in line with our policy

### **Equality and dignity in the workplace**

The Federation of Spixworth Schools does not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity

- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the federation's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **Conclusion**

Prejudice is not tolerated at The Federation of Spixworth Schools and we are continuously working towards a more accepting and respectful environment for our school's community.

The federation's Equal Opportunities and Dignity at Work Policies further outline the federation's policies regarding equality.