



EWELL GROVE PRIMARY AND NURSERY SCHOOL

EQUALITY STATEMENT

At Ewell Grove we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of age, disability, gender e-assignment, race, religion and belief, sex, sexual orientation, marriage & civil partnerships; in line with the Equality Act 2010. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. By achieving this aim we believe members of our school community will make a positive contribution to wider society by demonstrating qualities such as respect, co-operation and valuing difference whilst celebrating diversity. The commitment applies to all our work; in the classroom, through pupil support systems, recruitment & retention and our work outside the school within the local community.

The Ewell Grove community understands that our equality duty supports us in our aims to be a school of excellence and ensure outstanding pupil outcomes for all. Our data collection, in regard to equality, will be used to identify improvement priorities, take swiftly and decisive action against any behavior found to be in breach of this policy and improve experiences and outcomes for our children and community.

We promote the principles and practices of equality and justice throughout the school and we aim to be a school where everyone:

- Is respected and respects others
- Takes part in the life of the school
- Achieves to their potential
- Develops skills essential to life
- Exercise choices
- Celebrate diversity and difference

Nor as a school and as an employer will we accept any of the following:

- Direct discrimination
- Indirect discrimination
- Associative discrimination
- Harassment
- Harassment by a third party
- Victimization

School Equality Objectives

- To continue to narrow the gap between groups – gender, SEN, PPG and SEN/PPG (combined) to ensure their progress and attainment is in line with others.
- To promote the principles of 'equality' through a curriculum rich in experience both in and beyond our immediate community.
- To ensure pupils with least opportunity outside school are given priority to clubs and extra-curricular experiences.
- To ensure all school community members have the knowledge and confidence to tackle prejudice and inequality in whatever form it may present itself in.
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Utilising teaching resources and approaches appropriate for the whole school population which are inclusive and reflective of our community diversity.