



**Codicote Primary School**  
**Equality Objectives Statement**  
**Written: October 2023**

At Codicote School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.
- Fostering a culture of inclusion and belonging

Everyone in our school – children, staff and all other members of our school community - is treated with respect. We do not discriminate against, harass or victimise anyone because of 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.

Codicote School 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 school is committed to not only eliminating discrimination, but also increasing our school community's understanding and appreciation for diversity.

### **Aims to eradicate discrimination**

Codicote School values everyone as a unique individual. We believe that the school environment should be a place where all can flourish, through feeling included, confident and valued. This will be achieved through:

- Promoting respect
- Treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Ensuring accessibility for all to the curriculum and wider opportunities
- Adopting an inclusive attitude.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that they learn to become more accepting and inclusive of others. Challenging and controversial concepts will be taught in a way that promotes inclusive attitudes.

## **Dealing with prejudice**

Codicote School does not tolerate any form of prejudice-related incident, whether direct or indirect. All members of our school are expected to be treated without discrimination. Should an incident of this nature be reported, our school is committed to ensuring appropriate action is taken to resolve the issue and to review practice and procedures to prevent it happening again.

At Codicote School, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory, harassing or bullying behaviour.

All staff and children are expected to:

Show anti discriminatory behaviour towards all members of the school community.

Treat other members of the school community fairly.

Demonstrate behaviour towards all members of the school community which is free of harassment or victimisation.

Promote diversity equality.

Encourage and adopt an inclusive attitude.

Lead by example.

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

Codicote School 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.

## **Moving forward**

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 will the school's various policies relating to equality.

We guarantee that all practice with regard to the employment and management of staff is rooted in a framework of zero tolerance of direct or indirect prejudice. The staff and children at Codicote School work continuously towards an accepting and respectful environment for all in our school's community and the wider world beyond.

**Review Date: February 2024**