



Harwell Primary School Equalities Statement and Objectives for Publication

Internal Review	January 2018
Approved by Full Governing Body	7 February 2018
Next review due	Academic Year 2018/19

Equality of Information and Objectives Statement

Equality of opportunity is central to the principles on which Harwell School is founded. We are committed to providing equality of opportunity for all our pupils and staff, and freedom from discrimination on grounds of race, background, ability, language, gender, religion, socio-economic group, age, sexual orientation, or disability. We will challenge stereotyping and prejudice at all times.

We acknowledge our general duty under The Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

Eliminating Discrimination

The Full Governing Body and School Staff are reminded annually of their duties under The Equality Act.

The school Behaviour policy (published on the website) treats all pupils fairly, taking into account their many differences, including culture, ethnicity, trans and gender variant children, and ability.

The school anti-bullying policy (included in the Behaviour policy) is adhered to and any complaints of bullying or harassment including cyber bullying, prejudice-based bullying related to disability, special educational need, gender, ethnicity, race, gender reassignment, pregnancy or maternity, religion or belief and sexual orientation including homophobic, biphobic and transphobic bullying forms are dealt with promptly.

The school accessibility plan supports all members of the school community to access all aspects of school life.

The school Special Educational Needs policy outlines the provision the school make for pupils.

The school admissions procedures are those set out by the Local Authority (Oxfordshire County Council).

The school observes and implements the principles of equal opportunities and non-discrimination in our employment practices.

The school complaints procedure sets out how we deal with any complaints against the school.

The staff and parent codes of conduct state clearly that discrimination or prejudice of any kind will not be tolerated.

Advancing Equality of Opportunities

We continue to develop a curriculum which supports all pupils to understand, respect and value difference and diversity.

Pupils and staff treat each other with understanding, care and consideration, taking due account of each individual's differences.

We are a Family Links school and promote understanding of differences and disability through circle time and in assemblies.

Fostering Good Relations

Ethnicity and Race including EAL (English as an Additional Language) - we are committed to working for the equality of all ethnic groups.

Assessments are made on EAL pupils to identify appropriate support or interventions .

Staff make home visits for new Foundation Class pupils prior to the start of the academic year.

The values that are promoted at Harwell School – of Respect, Resilience, Resourcefulness and Responsibility underline our commitment to promoting British Values of tolerance and understanding.

Equality Objective

To ensure that any future building projects to expand the school improve access

To systematically record accurately, in line with GDPR legislation, any incidences of discrimination and address any trends appropriately.