

## Dunswell Academy



### Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

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

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

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Treating all members of the school community fairly, always.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our children 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 delivered in a way that prevents discrimination and promotes inclusive attitudes.

### Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our children are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

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- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

### Equality and dignity in the workplace

We do not discriminate against staff regarding their:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

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 school'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.

### Diversity and representation

All children and adults are well presented within our school. Within all classes, children are encouraged to discuss their views and opinions. Our school council consists of our Trust Ambassadors (a Year 4, Year 5, and Year 6 pupil) and one child from year groups 2 to 6 – a total of 8 representatives. These children ensure that they allow all children to help make important decisions in and around school. The Trust Ambassadors from all trust schools meet regularly to share ideas and work on a focus all together.

There are opportunities for staff to be a part of decision making in school. This is through weekly teacher and teaching assistant meetings held weekly and ensuring we have an open-door policy. There is a staff member on the school governing body.

### Inclusion

At Dunswell Academy, we create an inclusive environment where all school community members are treated fairly and included in all we do. The detailed PHSE curriculum supports all children to learn about and understand differences in us all and understand that we are all unique. At all times, staff and children are working with an inclusive approach to ensure everyone is involved. Our RE curriculum ensure that all children learn about different religions and cultures, and we are taught to respect peoples' beliefs.

### Our Curriculum Strategy

Our curriculum is considered to be both the formal and the wider engagement opportunity and ethos which exists in our school. Our curriculum supports the development of children's view of the world and enables them to learn from historical and current situations to support their own values and development of character and self.

With respect to Equality, Diversity and Inclusion, our curriculum aims to:

- Treat everyone in the school community as equal, regardless of their religious beliefs, race, sexual orientation, gender or gender identity, disability or age;
- Recognise and celebrate diversity as a strength of our community;
- Promote a sense of belonging for all in the school;
- Promote positive, respectful relationships throughout the school;
- Encourage all staff and children to be themselves and reach their full potential;

Our school values and culture reflect the importance of feeling safe. Prejudice and stereotyping are always challenged, and a 'zero-tolerance' stance is taken on all forms of discriminatory behaviour. Concerns and disclosures are always taken seriously and those making the disclosure are treated with empathy and respect.

In addition, we ensure that our staff do not avoid sensitive and controversial subjects but that with the correct training and knowledge they are aware of their own unconscious bias and are able to deal professionally and empathetically with these issues to enable our young people to talk about issues that affect their lives or the lives of their cultural ancestors.

We make deliberate choices throughout our curriculum to embrace opportunity for resources to be diverse and explore controversial subjects and topics. We endeavour to decolonise our curriculum and ensure it represents all aspects of history and literature with fairness and equity providing children with the knowledge and skills to determine their own right.

We provide opportunities for our staff and students to come together and share experiences as part of our school council and staff meetings where we agree events to focus on representing a balance of themes and discuss how we embed organisational approaches to teaching equality, diversity and inclusion issues within our classrooms.

### Objectives

At Dunswell Academy, we will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning. To achieve this, we have established the following objectives:

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Objective	Outcome	Strategy	Timescale
To provide opportunities for training to raise awareness as they arise	All staff have the relevant training to equip them with the relevant knowledge	Share training opportunities as they arise	Ongoing as training arises
To ensure the physical environment is accessible for the whole school community	Consider any areas in school which may be difficult to access	Look at all areas of school (including outdoor) to ensure full accessibility	Summer Term 2025
Children to continue to be exposed to a wide variety of cultures and religions	Children have a clear and better understanding of diverse cultures and beliefs	Organise visitors into school to experience diverse cultures	Ongoing each school year
Ensure children are exposed to a variety of books from other cultures and diverse family units	Children have a good understanding of diverse cultures and families	Purchase more books to offer a wide variety of cultures and families	Summer 2025

The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.