

Clapham Manor Primary School Equality Information and Objectives Statement

Date Reviewed and Approved	8 th December 2022	Next Review Date	Autumn 2026
Signature of Chair of Governors	Name: Mr. John Knight 		
Signature of Headteacher	Name: Mr. James Broad 		

Equality Information and Objectives Statement

Opening statement

Clapham Manor Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on 8 key principles:

1. **All learners are of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, special educational needs (including neurodiversity), ethnicity, gender, religion, belief or faith and sexual orientation.
3. **We foster positive attitudes and relationships and a shared sense of cohesion and belonging.** We actively promote positive attitudes and mutual respect between groups and communities different from each other. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
4. **We foster a shared sense of inclusion.** We work to ensure the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values. We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to 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 promotes inclusive attitudes.
5. **We observe good equalities practice in staff recruitment, retention and development and are committed to providing equality of opportunity for staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development
6. **We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential
7. **We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

8. **We are committed to challenging bias and calling it out in order to move the conversation forward.** 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 Equality Objectives for 2021-2025

At Clapham Manor Primary School 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. Prejudice is not tolerated and we are consciously and continuously working towards a more accepting and respectful environment for our school community.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following two objectives: -

- **Objective 1:** Improve achievement of Black Caribbean pupils by tackling the academic attainment gap and disproportionately high exclusion rates that Black Caribbean pupils at Clapham Manor Primary School and Nursery face.

Why: Improve outcomes at all key stages, to raise aspirations and to reduce exclusions for Black Caribbean pupils who underachieve in relation to their peers nationally and locally.

How: Participate in Raising the Game which is a 2-year Local Authority project linked to this objective.

- **Objective 2:** Improve levels of parental engagement in learning and school life.

Why: Ensure equity and fairness in access and engagement across all activities.

How: Review gaps in engagement from all groups in school life by identifying and addressing issues arisen from parental engagement analysis i.e. parent/carer consultation attendance.

The school's Equality Information and Objectives Policy further outlines the school's policy regarding equality.