

Rosehill Infant and Nursery School Equality Objectives Statement and Action plan

Opening statement

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.

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

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- 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.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity 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 in order to move the conversation forward.

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.

Dealing with prejudice

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 pupils 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 employee's will:

- 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.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.

- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

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, representation and Inclusion

Under the public Sector Equality Duty we recognise the importance of diversity and representation and outline our equality objectives that we will focus on and improve. We will continue to work towards ensuring all groups are represented in our school community

We will:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Closing statement

Prejudice is not tolerated and we consistently strive for a more accepting and respectful environment for our school community.

The school's Equal Opportunities Policy and Equal Opportunities and Dignity at Work Policy further outline the school's policies regarding equality.

Rosehill Infant & Nursery School Equality Action Plan

Timeframe: 2025 -2026

Objective	Actions	Responsibility	Success Criteria
Eliminate discrimination and promote inclusive behaviour	Embed inclusive language and behaviour expectations into daily routines. Deliver staff training on recognising and challenging bias. Ensure all policies reflect the Equality Act 2010.	Headteacher, SLT, Inclusion Team	Staff confidently challenge discriminatory behaviour. Pupils demonstrate inclusive attitudes in classroom and playground. Policies reviewed and updated annually.
Advance equality of opportunity for all pupils	Monitor attainment and progress of pupils with protected characteristics. Provide targeted support and interventions where needed. Ensure curriculum is accessible and reflects diverse backgrounds.	SENDCO, Class Teachers, Curriculum Leads	Narrowing of attainment gaps. Increased engagement from underrepresented groups. Curriculum audits show inclusive representation.
Foster good relationships across all characteristics	Celebrate diversity through assemblies, displays, and themed weeks. Promote pupil voice through school council and circle time. Encourage parental involvement from all backgrounds.	PSHE Lead, Deputy Head, Class Teachers, Inclusion Team	Positive feedback from pupils and parents. Increased participation in school events. Evidence of respectful relationships in pupil behaviour logs.
Promote equality and dignity in the workplace	Ensure recruitment and promotion practices are fair and transparent. Provide CPD opportunities for all staff. Monitor staff wellbeing and ensure inclusive workplace culture.	Headteacher, Governors, SBM	Staff show high levels of inclusion and respect. Diverse representation in leadership roles. No incidents of workplace discrimination.
Embed equality into the curriculum and school ethos	Review curriculum resources for bias and representation. Include lessons on diversity, fairness, and respect. Use stories, role play, and discussion to explore equality themes.	Curriculum Leads, Class Teachers	Pupils can articulate understanding of fairness and diversity. Curriculum progression maps show planned equality-linked content. Observations show inclusive teaching practices.