



Shaftesbury Park Primary School



Equality statement

School's Aims and Values

This statement sets out our commitment to promoting equality and community cohesion and eliminating discrimination and harassment.

At Shaftesbury Park Primary School we embrace diversity, and will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of their sex, gender reassignment, ethnicity, race, cultural and religious background, sexual orientation, disability or special educational needs, ability, socio-economic status, or any of these in relation to their family. Because this statement supports staff and families we are also committed to avoiding discrimination on account of pregnancy, marriage or civil partnership. Further, we acknowledge that individuals can suffer discrimination because of their perceived membership of, or connection to a group, which may not reflect their self-identity.

We will work actively to promote equality and foster positive attitudes and commitment to an education for equality. We will do this by:

- Treating all those within the school community (i.e. pupils, staff, governors, parents and the local community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our school community to develop and maintain a positive self-image and high self esteem.
- Having high expectations of everyone involved with the whole school community.
- Promoting mutual respect, valuing each other's similarities and differences, and facing equality issues openly and honestly.
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all.
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do.

Equality Objectives 2018-19

In order to make our equality aims and values a reality, we aspire to embed a positive approach to diversity in all of our policies and practice. We use an Equalities Impact Assessment checklist when reviewing existing policies and creating new ones.

Each year the School Improvement Plan identifies particular areas to focus on. In the coming year these include:

- Improving Attendance and Punctuality.
- Ensuring that all groups of children make at least good progress in reading.

Monitoring

To help monitor these areas we use a range of systems to measure progress including Target Tracker and assessment results at KS1 and KS2. Reports are presented to governors termly. The government publishes our KS2 attainment results on the schools comparison website:

www.compare-school-performance.service.gov.uk/school/101020.