

King's Lodge School

King's Lodge_Equality Objectives 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 each individual. We aim to create a prejudice-free environment where individuals feel confident and at ease within our 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.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced 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. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

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, through our thorough reporting procedure, 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 cultural 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.

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.

Closing statement: Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Equality Objectives for King's Lodge School:

Gender:

King's Lodge School is fully committed to supporting each child to grow and develop into a self-confident young person who is able to access all opportunities available to them.

We have and will continue to support the young people at our school who recognise that they do not fit neatly into society's views of boy-gender and girl-gender.

- **We make conversations easy with children and parents and staff**
- **We educate our children about positive language and behaviour when discussing gender**
- **We do not put limitations on any opportunities and make every opportunity for the young person to be treated as they wish to be treated following discussion with them and their parents**
- **We ensure that transition through phases within our own school and to other schools is seamless and well supported**

Mental health and wellbeing

King's lodge School puts the health and well being of its children at the heart of all we do in order to ensure that each child is ready to learn and access all opportunities we make every effort to support their mental health as well as their physical health.

- **We train and ensure that our ELSA staff work under the supervision of an education psychologist. Our ELSA staff work with children who we are advised are struggling to cope with a variety of events and issues within their lives**
- **We have trained our staff to use peer massage and breathing techniques to support calm approaches for those who become anxious**
- **We use nurture techniques within the nurture room to ensure that the pressure can be relieved for those children who are struggling during the school week enabling them to maintain their own high standards of behaviour both during learning and playing**

Poverty and progress

King's Lodge School recognises that children who live in families where poverty means that difficult choices have to be made around the use of money can feel less valued and that this state can be perpetuated through their own adult life. We therefore work to ensure that poverty is not a barrier to learning and progress.

- **We support ALL families who we are know are struggling financially to pay for trips in a variety of ways**
- **We support the purchase of school uniform including shoes through our use of charity donations to the school**
- **We offer clubs that we know children are interested in to maintain a structured day and support for growth of friendships**
- **We offer learning support throughout the day and during extended hours to boost academic progress**

