

Our school's Equality Statement and Objectives

Beormund Primary School is committed to equality both as an employer and a service-provider. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation. For further information please read about the [Protected characteristics](#). Beormund Primary School recognises its statutory duties to promote equality through the [Equality Act 2010](#) and emphasises that the school opposes all forms of discrimination.

As a school, we are committed to:

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example through talking to pupils and parents/carers and through our School Council.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.
- We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

We welcome our duty under the [Equality Act 2010](#) which requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our objectives will focus on areas where we will act to improve equality and disadvantages. We will review the progress we are making to meet these objectives.

Our Equality Objectives are:

- 1. To ensure that our content, teaching methods and resourcing reflects the school communities we serve. Our aims are around representation, re-framing and anti-racism.**
- 2. To dispel the racial profiling and media stereotypes. To increase the number of positive black role models for all children. Expose children to adults who have progressed/succeeded/achieved in a range of jobs.**
- 3. To provide greater opportunities for girls to achieve and excel within a school dominated by boys.**
- 4. To consider other behaviour management strategies for children diagnosed with ADHD.**

Specific tasks relating to these objectives can be found within the School Development Plan, the SEF and/or Subject specific action plans.

This statement meets our specific duty to publish information every year which sets out how we are doing this. The work relates to [Southwark Stands Together](#) which is Southwark council's pledge to tackle racial inequality

These objectives were reviewed March 2022 and agreed at our Spring term FGM.