



St Nicholas' Primary and Nursery School

Live, Love, Learn and be Happy

Equality Statement

At St Nicholas' Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.

Aim: To develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act introduced requires all schools to comply with the Public Sector Equality Duty and two specific duties.

Public Sector Equality Duty requires us a school to:

Eliminate unlawful discrimination, harassment, and victimisation

Advance equality of opportunity between different groups

Foster good relations between different groups

The Two "specific duties" requires us to:

Publish information to show compliance with the Equality Duty

Publish Equality Objectives at least every 4 years which are specific and measurable

The action plan and statement demonstrate these two specific duties.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Equality Statement:

Our Equality Statement is reflected in our Equalities Policy and Equalities Plan and is based on the principles above and aims to ensure that:

'All pupils and members of staff at our School are provided with opportunities to fulfil their potential whatever their sex, race, colour ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.'

December 2022 **Review date:** December 2023