



## **Equalities Statement**

***Oliver Goldsmith Primary***

***"Inspiring a love of learning."***

**Date Ratified: Sept 2019**

**Date to be reviewed: Sept 2021**



## **OLIVER GOLDSMITH EQUALITIES STATEMENT**

At Oliver Goldsmith we are committed to equality both as an employer and a service-provider:

- We aim to ensure that everyone is treated fairly and with respect and to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We aim to make sure that no-one experiences 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.
- We know that it is important to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. Under the Equality Act 2010 we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.
- We constantly strive to remove any forms of discrimination that could be a barrier to learning.
- We encourage everyone in our school community to gain a positive self-image and to have high self-esteem.
- In Oliver Goldsmith we have high expectations of everyone involved with the whole school.
- We ensure that all recruitment, employment, promotion and training are fair to everyone and provide opportunities for all to achieve.
- We challenge stereo-typing and prejudice wherever it occurs.
- We celebrate the different cultures of the school and show respect for all other groups of the community.
- We work with Brent Council to reduce the number of racially motivated incidents.