



William Rhodes Primary and Nursery School

Equality Statement 2024 -25

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, 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.

William Rhodes Primary School is an inclusive school where we nurture global citizens whose wellbeing and progress are of equal worth. Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. An understanding of equality and diversity is crucial to our staff recruitment and development.
5. We aim to reduce and remove inequalities and barriers that already exist through education.
6. We have the highest expectations of and aspirations for all of our children.

We eliminate discrimination through:

- Our behaviour policy ensures that all children feel safe at school and prejudicial bullying is not tolerated
- Reporting, responding to and monitoring of all racist incidents
- Our curriculum has been re-designed to promote respect for diversity and to challenge negative stereotyping
- Assemblies, which teach directly about the protected characteristics and discrimination
- Quality first teaching, which ensures equity for all learners
- Tracking progress to ensure that children make rapid progress and intervening, if necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provisions
- Listening to the pupil's voice to evaluate the effectiveness of our policies and procedures

We advance the equality of opportunity through:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of parents/ carers.
- Listening to pupils at all times.

We foster good relations by:

- Ensuring that William Rhodes has a place at the heart of the community we serve.
- Ensuring that equality and diversity are embedded in the curriculum and assemblies.

In order to support our pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

- To further embed quality first teaching within all classrooms to support our universal offer to all learners, including those with SEND.
- To directly teach children about the protected characteristics, discrimination and our British Values.
- To promote the No Outsiders message, through regular assemblies and class discussions.