



Jacksdale Primary School & Nursery

Equality Information & Objectives Statement

Reviewed: September 2025

Next review due: September 2026

Jacksdale primary & Nursery School

Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, 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.

(These are known as protected characteristics)

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.

In Jacksdale Primary & Nursery School, our objectives to ensure diversity and equality are as outlined in the following sub-categories:

- **Aim to eradicate discrimination**
- **Dealing with prejudice and celebrating diversity**
- **Equality and dignity in the workplace**
- **Diversity and representation**
- **Inclusion**

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident, at ease and valued is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values of SAFE, KIND, RESPECT.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse 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.

Dealing with prejudice and celebrating diversity

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, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. We use a restorative approach with the pupils who attend Jacksdale Primary & Nursery School to ensure that everyone has their voice heard in any given situation.

Our Through our individually tailored curriculum, including our RSHE curriculum, assemblies and school visions and values which are demonstrated and upheld by every member of staff, our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive – knowing and understanding through demonstrations of their behaviour and interactions, that everyone is unique and everyone makes a valuable contribution, being the very best that they can be.
- 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 employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard 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.

Diversity and representation

In all correspondence when advertising or recruiting new staff members, or volunteers, we strongly encourage applicant from all diversities, including those as outlined in the Protected Characteristics, by law. During shortlisting, applications are anonymised and no member of the interviewing panel has view of any of the information disclosed, under the Equalities Act 2010, which states:

'Information disclosed in this section is to enable a fair decision to be made and not to discount applicants. It is used to ensure appropriate support is offered through the selection process and to guarantee disabled applicants who meet the essential shortlisting requirements an interview.'

In line with the recruitment and selection policy, provided by Nottinghamshire County Council and adopted by Jacksdale Primary & Nursery School in September 2022, we wholly and fully commit to upholding the equality statement:

Nottinghamshire County Council, together with the recognised trade unions, is committed to the development of positive policies to promote equal opportunities in employment and in the delivery of our services, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity or trade union membership status. This commitment will apply to recruitment and selection practices, training and development, promotion and in the application of national and local agreements in respect of pay and conditions of service.

The operation of this policy is monitored and reviewed periodically through established joint consultation procedures with staff and trade unions. If any employee considers that she or he is the subject of unequal treatment on any of the above grounds, a complaint may be made through the agreed procedures for dealing with grievances.

Inclusion

Every member of the school is regarded as of equal worth and importance, irrespective of his/her creed, culture, class, race, gender, age, sexuality and/or disability. At Jacksdale Primary & Nursery School, our core values and attitude towards behaviour for all stakeholders is based around

KIND SAFE RESPECT

And we believe that every individual is valued and makes a valuable contribution so that they are the best that they can be.

A good education for all our pupils is possible only if equal opportunities and inclusive practices are an integral feature of all aspects of the life of the school and are applied to all members of our school community – children, parents, staff, governors and visitors.

We try to avoid stereotyped assumptions about the behaviour of boys and girls as these can often influence safeguarding procedures. Because pupils develop at different rates for different activities, we adopt a child-centred approach to learning which is based on each pupil's needs. We try to ensure that pupils with physical disabilities are facilitated in participating in the school's curriculum to the fullest possible extent. Pupils with special educational needs constitute a very diverse group: they include pupils with physical, emotional, behavioural, medical conditions or learning difficulties, those with impaired sight or hearing. We acknowledge that all members of our school community, regardless of age (pupil or adult) have individual needs. We seek assistance from a wide range of agencies where appropriate: for

example speech therapists, occupational therapists, medical practitioners, psychologists, social workers, SALT, interpreters and family support workers.

Closing statement

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

The school's SEND policy, equality and equal opportunities policy, Child Protections policy, safer recruitments policies and RSHE policy further outline the school's policies regarding equality.