



Baldon School

Equality Objectives

Date of issue	March 2019	Review period	Annually
Date of next review	March 2020	Author	L Pippin
Type of document	Statutory	Approval	Full Governing Board

Equality objectives statement template

In order to comply with the public sector equality duty, schools must publish their equality objectives statement. An equality objectives statement is a declaration of aims that ensures equality to all members of the school's community.

This document outlines what should be included within a school's equality objectives statement. Schools should be aware that this document is a template and should be amended to a specific school's needs. The document outlines ideas and suggestions before providing an example of what could be included in the statement.

Opening statement

An opening statement should set out an overview of the school's equality aims.

At Boldon School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

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

We will not discriminate against, harass or victimise any student, prospective student, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Boldon School aims to promote students' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for students and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

In this section, schools should introduce how they aim to limit and abolish prejudicial incidents; a list of ways in which the school is attempting to create a prejudice-free environment and how this environment will be achieved is beneficial.

Boldon School believes that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease 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 the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Dealing with prejudice

Here, you should write a brief explanation of your school's procedure for dealing with prejudice-related incidents. It should be phrased in a way that your readers can access and understand; field-specific jargon should be clarified. Readers should feel confident in the school's procedure and understand the processes that are followed.

Boldon School does 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, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Boldon School, our students are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.

- Lead by example.

Equality and dignity in the workplace

This section should include a brief outline of the school's policy for ensuring prejudicial incidents against staff are eradicated, and should also refer to how any staff dismissals will be non-prejudicial.

Boldon School does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or 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 policy 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.

What's next?

It is often appropriate to include a closing statement which summarises your school's attitude on promoting equality.

Prejudice is not tolerated at Boldon School and we are continuously working towards a more accepting and respectful environment for our schools community.

The school's Equality Policy further outline the school's policies regarding equality.