



Equality Objectives Statement

Date of issue	May 2022	Review period	4 years
Date of next review	May 2026	Author	L Pippin
Type of document	Statutory	Approval	Head Teacher

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

Boldon School believes that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive 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 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.
- 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 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 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 and celebrating diversity

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 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 employees will:

- Promote diversity 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.
- Inviting guest speakers to talk to students about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

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.

Diversity, Representation and Inclusion

As a school we tailor our pastoral and PSHE curriculum to the needs of our students. We have high expectations of all of our students, staff and the community who we deal with and strive to be the most inclusive school in the area. Boldon uses a reflective practice tool, named the school script to deal with inclusion, diversity and equality, where any negative behaviour will be dealt with in an appropriate manner. Students have the right to share how they feel and are dealt with using positive discipline. We educate and teach all to be aware and how to act responsibly in an ever changing climate.

Boldon has an inclusion group which meets weekly and works on student wellbeing and how we can support students with any protected characteristics. Our journey is still ongoing and we listen to all thoughts, feelings and ideas from all groups.

Boldon is the leading school in LGBTQI+ in the area and shares its good practice with other centres.

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

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