



# **Loughton School**

## **Equality Information and Objectives Statement**

Date last reviewed by school: December 2024

Date last updated by The School Bus: June 2024

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Policy signed off by Governing Body: 11.12.2

### **Opening statement.**

At Loughton School, 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.
- Creating a culture of belonging

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

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.

### **[Updated] Aims to eradicate discrimination**

**[Updated]** 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 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 equality, equity, diversity and inclusion and the benefits they can have.
- **[Updated]** 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 and diverse curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- **[New]** Challenging bias in order to move the conversation forward.

**[Updated]** We are committed to having a balanced, diverse and fair curriculum which reflects the world and local community they live in. 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.

### **[Updated] 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 community 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.

**[Updated]** Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- **[Updated]** Inclusive.
- 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.

**[Updated]** The school's employees will:

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

**[New]** 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 pupils about diversity.
- Incorporating lessons about diversity into the curriculum.
- Providing a diverse range of books in the school library
- Provide assemblies that focus on British Values and SMSC

### **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.

### **[New] Diversity, Inclusion and representation**

As part of the School Development Plan, Equity, Diversity and Inclusion is one of the main focuses for the school under the four Ofsted headings. Our aim is to make sure that all our stakeholders see themselves represented through the various different curriculum areas to create a true sense of belonging within the Loughton School family.

### **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 [Equality Information and Objectives Policy](#), [Pupil Equality, Equity, Diversity and Inclusion Policy](#) and [Staff Equality, Equity, Diversity and Inclusion Policy](#) further outline the school's policies regarding equality.