Burman Infant School

Equality Objectives Statement

At Burman Infant School, we strive to provide an equal chance for all to become responsible citizens who lead happy and fulfilled lives, and are equipped with the skills and abilities to shape the world they live in.

Introduction

We welcome our duties under the Equality Act 2010 and are committed to:

- eliminating discrimination
- fostering good relationships
- advancing equality of opportunity

We will not discriminate against, harass or victimise any child, prospective child, 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 children's spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for children and staff. Burman Infant School is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to Eradicate Discrimination

We believe that a greater level of success from children and staff can be achieved by realising the uniqueness of individuals. We are committed to creating a prejudice free environment where individuals feel confident and at ease. 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 children should be exposed to ideas and concepts that may challenge their understanding, to help ensure that they 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 certain classes which pose conflicts to their own beliefs.

Dealing with Prejudice

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, through our 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.

Through our inclusive curriculum, children at Burman 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 community
- treat other members of the school community unfairly

The school's employee's will:

- promote diversity and equality
- encourage and adopt an inclusive attitude
- lead by example

Equality and Dignity in the Workplace

We do not discriminate against staff with regards 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 will 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.

Closing Statement

Prejudice is not tolerated at Burman Infant School; we are continuously working towards a more accepting and respectful environment for our school community. The school's Equality Policy and Dignity at Work Policy further outline the school's policies regarding equality.

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https://www.burman.solihull.sch.uk/