

# Heathmere Primary School – Equality Statement and Objectives

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## **Equality Statement and Objectives – written November 2017, updated November 2018 and reviewed November 2019 and October 2020**

### *School's Aims and Values*

Our vision is a school where all members of the school community work together so that children learn and achieve their full potential in a calm, safe and caring environment.

Our mission is to:

- Always looking forward, Heathmere is an ambitious school that provides for our local community. We really know our pupils and have their interests, potential and emotional well-being at the heart of what we do. As a result, Heathmere pupils are confident, achieve their best, know how to improve and have a real appreciation of learning. This is rooted in love of reading. Our pupils are ambassadors for Roehampton their parents feel we get the best out of them.
- Staff feel supported and valued, and we make it a priority to help them develop giving them a reason to stay at Heathmere. They learn from each other and through other opportunities and have a collective sense of care and ambition for the children who are always put first.
- Our governors are a key part of the leadership of the school working collaboratively with the SLT. They ensure the school is the best it can be, that it has a sustainable and consistent approach to everything it does and they bring relevant skills to do this.

At Heathmere School we will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability.

We will not tolerate discrimination or harassment or any action or conduct that contravenes the Equality Act 2010 and we will challenge any behaviours that compromise this commitment. Heathmere Primary School will work tirelessly to ensure that we foster good relations amongst the community and we will educate the pupils to understand and respect the views and characteristics of the diverse and ever-changing society that we live in

The school works actively to promote equality and foster positive attitudes and commitment to an education for equality. We will do this by:

- Treating all those within the school community (e.g. pupils, staff, governors, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience

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- Creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices
- Encouraging everyone in our school community to gain a positive self-image
- Having high expectations of everyone involved with the whole school community.
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly.
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all.
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do.

## Objectives

To ensure girls and boys are treated equally and have the same expectations and opportunities, across all areas of the curriculum, both indoors and outside, regardless of gender.

Ensuring the curriculum reflects the experiences of the children at Heathmere and the diversity of modern Britain more comprehensively.

To ensure the school is equipped to support transgender pupils.

To enhance opportunities for pupil voice to implement change.

To reduce exclusions.

*Heathmere's culture of ambition threads through each of the equality objectives.*