



Equality Statement and Objectives – written November 2021

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:

- 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.

All staff and governors at Heathmere Primary School will continuously strive to ensure that everyone is treated with respect and dignity. Each person in the 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.

Heathmere Primary School will not tolerate discrimination or harassment or any action or conduct that contravenes the Equality Act 2010 and any behaviours will be challenged that compromise this commitment. Heathmere Primary School will work tirelessly to ensure that good relations are fostered amongst the community and the children will be educated to understand and respect the views and characteristics of the diverse and ever-changing society that they live in

Heathmere Primary School – Equality Statement and Objectives

The school works actively to promote equality and foster positive attitudes and commitment to an education for equality. This is done 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
- Creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices
- Encouraging everyone in the 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 the school does.

Objectives

Equality objectives may relate to any of the 3 aims of the public sector equality duty, which are:

- Eliminating discrimination and other conduct prohibited by the Equality Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not

Equality Objective	To achieve this objective
Stereotypes to be challenged within the curriculum	<ul style="list-style-type: none"> *A diverse range of figures/characters are represented across the curriculum (including resources and subject content) *Explicitly educate children about stereotypes and the impact they have (including examples) *Update planning annually to represent current society and generation
Use of derogatory language to be eliminated	<ul style="list-style-type: none"> *Training for all staff on the Equality Act *Review the use of incident forms and how derogatory language is tracked and followed up *Explicitly discuss the meaning of any derogatory language used so children understand the impact of it *Challenge and remodel language any negative language used by children *Explain to parents why children's use of pejorative language is not tolerated
Implement the Ordinarily Available Provision	<ul style="list-style-type: none"> *Train staff to use the OAP document to develop inclusive strategies *Audit school practice and agree on which areas to focus *Use as resource for observation, learning walks, environmental classroom/playground audits