

Recreation Road Infant School Equalities Statement and Policy

Recreation Road Infant School is committed to welcoming all children and families to our school community, celebrating the richness of diversity and promoting positive cultural identity.

We aim to create a happy and safe learning environment where each individual is respected and valued. We want to ensure that no-one feels or is treated like an outsider.

We aim to ensure that all children whatever their ethnic or cultural background, their gender, their economic status, their family make-up, or their special educational and disability needs have the very best opportunities to thrive and to make progress academically, emotionally and socially.

Consequently we ensure that the principles of equality underpin all our school policies and practices.

Therefore this statement should be read in conjunction with **Our Curriculum Statement and Learner Values and our Teaching and Learning Policy** as well as policies as listed below:

- **Special Educational Needs and Disability**
- **Supporting Pupils with Medical Conditions**
- **Accessibility Plan**
- **Anti-Bullying Policy**
- **PSHE and Nurture Statement**
- **Behaviour Policy**
- **Pupil Premium Policy**
- **LAC Policy**

Our statement sets out how we meet our public sector duties to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equalities Act 2010.

Advance equality of opportunity between people who share a protected characteristic* and those who do not.

Foster good relationships between those who share a protected characteristic* and those who do not.

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Protected Characteristics:

Age: Refers to a person belonging to a particular age or range of ages

Disability: A person has a disability if s/he has a physical or mental impairment which has substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Re-assignment: process of transitioning from one gender to another.

Marriage and Civil-Partnership: Marriage is identified as a union between a man and a woman or two people of the same sex. Civil Partnerships must be treated on the same basis as marriage in a wide range of legal matters.

Pregnancy and Maternity: Pregnancy is the condition of being pregnant. Maternity refers to the period after the birth.

Race: Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.

Religion and Belief: This also includes non-belief eg atheism. Generally a belief or religion should affect your life choices or the way you live in order for it to be included in the protected characteristics.

Sex: A male or female

Sexual Orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.