



# Equalities Statement

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Issue : 6

Status : APPROVED

| APPROVED       | Date | Name | Signature |
|----------------|------|------|-----------|
| School         |      |      |           |
| Governing Body |      |      |           |

**CHANGE HISTORY**

| Issue Number | Issued On    | Next Review Due | List of Changes   |
|--------------|--------------|-----------------|---|
| 1            | 1 April 2012 | April 2014      | Initial Version   |
| 2            | April 2014   | April 2016      | Updated to correct formatting. Equalities statement updated |
| 3            | April 2016   | April 2019      | No changes  |
| 4            | May 2018     | May 2021        | No changes  |
| 5            | January 2021 | Jan 2025        | No changes  |
| 6            | January 2025 | Jan 2029        | No changes  |

## **1 Introduction**

The Governing Body of Kettlefields Primary School is committed to promoting equality and diversity. By recognising and appreciating individual needs and differences the school will be broadly representative of the communities it serves, and be a place where children and staff will thrive – physically, mentally, socially, and spiritually.

This will be achieved by implementing equal opportunities and diversity practice across the three dimensions of the School's activity: as an employer; an educator; and a resource of the local community.

This equalities statement will be reviewed every two years.

## **2 Principals**

- Everyone is equal in dignity and rights and should act towards each other with respect.
- Everyone is entitled to all their rights without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or any individual characteristics which may limit a person's opportunities in life.
- Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all national, racial or religious groups.

## **3 Aims**

### **3.1 Challenging discrimination and inequality**

- We will challenge discrimination and inequality and expect the same of others.
- We will ensure that we meet our legal responsibilities not to discriminate on the grounds of age, race, religion, disability, sexual orientation or gender.
- We will use the strength of our partnerships with others to confront discrimination and promote equality and inclusion.

### **3.2 Equality in employment**

- We recognise the importance of equality of opportunity in employment and that diversity within our workforce helps us understand the needs of our community better.
- Every employee will be treated fairly at work and will not receive less favourable treatment on the grounds of age, disability, sex, marital status, sexual orientation, race, religion, colour, nationality, ethnic or national origin or any other grounds which cannot be justified.

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### **3.3 Making equality and inclusion a part of everything we do**

- All of the school's policies and procedures will be applied fairly and appropriately according to the circumstances.
- We will raise staff awareness of what equality and valuing diversity means and promote and be accountable for equality of opportunity.
- We are committed to including equality and inclusion at every stage when setting policy, planning change, and reviewing our procedures.

## **4 Legislation**

This statement is underpinned by the relevant legislation that includes:

- Equal Pay Act 1970 (amended by Equal Pay regulations 1983)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (amended 1986; Gender Reassignment Regulations 1999; Indirect Discrimination and Burden of Proof Regulations 2001)
- Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Employment Equality (Age) Regulations 2006