



Upton Meadows Equality Statement

Equality is the permission to be different and respected. It does not mean we are the same.

Challenging stereotypes and prejudice

Preventing discrimination and misunderstanding

Raising awareness and asking questions

Allowing access and discussion

Encouraging kindness and respect

Enabling potential and progress

Celebrating difference and diversity

Upton Meadows Primary School is committed to ensuring all aspects of equality are fully addressed within an inclusive learning environment where everybody is valued and represented, so that each student has the opportunity to fulfil their academic potential alongside their social, moral, spiritual and culture development.

Alongside the academic curriculum, students are taught our 'Upton Meadows Way' curriculum and experience important core values and develop into healthy, critically thinking, empathic young adults who are fully prepared for life in modern Britain.

This document helps to demonstrate our commitment to meeting the Public Sector Equality Duty (PSED) and the requirement to have due regard for the need to;

- ❖ Eliminate discrimination and prejudice,
- ❖ Provide a safe and secure learning environment,
- ❖ Advance equality of opportunity and ensure quality of access,
- ❖ Challenge stereotypes, negative attitudes and discriminatory language,
- ❖ Foster good relations between those who share protected characteristics and those who do not,
- ❖ Foster positive mental wellbeing,
- ❖ Celebrate diversity.

It should be read in conjunction with our Behaviour Policy, Anti-bullying policy, Online safety and Acceptable Use Policy, Inclusion Policy, Equality and Diversity Policy, Safeguarding & Child Protection Policy, Recruitment Policy, Exclusions Policy and our PSHE (incorporating RSHE) Policy.

The Headteacher and the School Leadership Team ensure that all policies, practices, protocols and provision have regard to the Disability Equality Duty and the Equality Act of 2010, which extends protection from discrimination to people with protected characteristics in almost every area of school life. The Headteacher, members of the Senior Leadership team and the SENCO are responsible for ensuring the implementation of all policies, monitoring aspects of this and the full development of a strong ethos of inclusion, within all aspects of the life of the school. Decisions made at every level take

into consideration the implications they may have for people with protected characteristics and this is regularly reviewed. It is the duty of all staff working in the school to implement the policies and continue to develop inclusive practices.

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Everyone should be treated in accordance with equality and human rights legislation. We do not allow anyone to discriminate against others because of their protected characteristics as these are all equal in law. We challenge those who breach our code. No one has the right to discriminate against, harass or bully other persons. Whatever a pupils' religion or beliefs they must respect other people's religion and beliefs and whatever a pupil's religion or beliefs they must respect people identifying as lesbian, gay, bisexual or transgender. If a pupil is being harassed or bullied in, or outside the premises, they should report it. At UMPS we are all responsible for each other's wellbeing. We respect each other's differences and celebrate diversity.