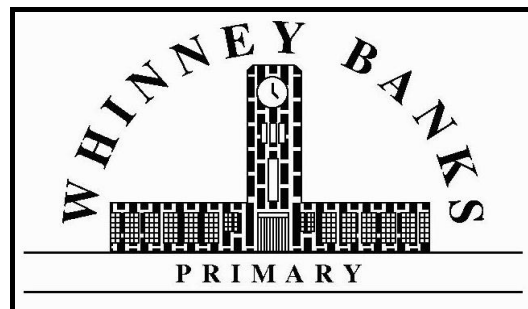


Equality Objectives

Whinney Banks Primary School



Adopted By: Whinney Banks Primary School

Date: September 2024

Review Date	Type of Review	Comments
September 2025		

Equality objectives

Objective 1: All learners are of equal value

We see all learners and potential learners as of equal value:

- whether or not they are disabled;
- whatever their ethnicity, culture, religious affiliation, national origin or national status;
- whichever their gender;
- whatever their socio-economic background.

Objective 2: We recognise and respect diversity

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but are differentiated, as appropriate, to take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made;
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognized;
- gender, so that the different needs and experiences of girls and boys, women and men are recognized;
- socio-economic background so that opportunities can be subsidised wherever necessary and possible.

Objective 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people;
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, socio-economic background;
- an absence of prejudice-related bullying and incidents;
- mutual respect and good relations between boys and girls, women and men, and an absence of sexual harassment.

Objective 4: Staff recruitment, retention and development

Policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled;
- whatever their ethnicity, culture, religious affiliation, national origin, national status, marriage or civil partnership, pregnancy, maternity, gender;
- Whichever their gender or age.

Objective 5: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people;

- people of different ethnic, cultural and religious and socio-economic backgrounds;
- girls and boys, women and men.

Objective 6: Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled;
- people of a wide range of ethnic, cultural, religious and socio-economic backgrounds;
- both women and men, girls and boys.