



# Pound Hill Junior School

## EQUALITY OBJECTIVES

Pound Hill Junior School is situated in Crawley in West Sussex, one of the most ethnically and culturally diverse towns in the Southeast of England. Our pupils are growing up in a diverse world where they may experience various attitudes towards difference and encounter negative representations of different groups in the media.

Pound Hill Junior School's Equality Objectives should be read in conjunction with the Accessibility Policy and the Equality and Diversity Policy.

The school, in common with all public bodies, has a duty to:

- ✓ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who do not.
- ✓ Foster good relations between people who share a protected characteristic and those who do not.

### **Ethos:**

Pound Hill Junior School places a strong focus on recognising our students as individuals. Everyone has the right to work and learn in a safe, secure and caring environment, in which they are valued. We develop the attitudes and characteristics our young pupils will need throughout their time in the school and for the rest of their lives. Through **Achievement**, Pound Hill Junior School develops: **Independence**, **Fairness**, **Resilience**, **Creativity**

We show respect to ourselves, each other and our community. The relationships which exist between all members of our school community are positive and a significant strength of our school.

Pound Hill Junior School has a core responsibility to broaden the outlook of our pupils. We endeavour to overcome disadvantage and stand against all forms of discrimination on the grounds of age, disability, gender, race, religion or belief, sex and sexual orientation.

### **Objectives:**

Our equality objectives, as agreed with the Governing Body are:

- ✓ To promote cultural awareness and understanding, valuing and celebrating cultures and religious beliefs amongst different groups within and outside of our school community
- ✓ To actively close gaps in learning both for attainment and achievement between all groups of students especially students eligible for free-school meals,

students with special educational needs and disabilities, looked after children and students from all ethnic groups

- ✓ To provide appropriate and early support and interventions for students to promote positive behaviours and inclusion
- ✓ To offer a diverse curriculum in all subjects to ensure the positive representation of all protected characteristics across so that our students see and can be seen
- ✓ To reduce the incidence of the use of discriminatory language and prejudice-based negative behaviours by pupils in the school
- ✓ To ensure the consistent recording, reporting and action by staff following incidents of discriminatory language and behaviour, including bullying
- ✓ To promote the involvement of all groups of students in the life of the school
- ✓ To ensure accessibility across the school for students, staff, and visitors with disabilities, including access to high quality teaching
- ✓ To review relevant school policies to ensure they reflect the aim of inclusivity

Last reviewed: May 2023