



Equality Objectives Statement

Calverley Parkside Primary School is committed to ensuring equality of provision throughout our school community, irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment, which champions respect for all.

At Calverley Parkside Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit us.

Equality in Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society.
- Using materials that reflect the diversity of the school, population and local community without stereotyping.
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Equalities in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

Equalities Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our school community.

To achieve our statement our objectives are as follows:

- To improve outcomes for pupils with SEND across the school.
- To promote cultural development and understanding through a range of activities and experiences across the curriculum.
- To narrow the gap between outcomes for boys and girls in writing at the end of KS2.
- To improve outcomes for higher attaining pupils at the end of Key Stage 1 in reading, writing, and maths.
- To improve outcomes for middle attaining pupils at the end of Key Stage 2 in reading, writing, and gps.

- To ensure the school environment is as accessible as possible for all pupils, staff and visitors.
- Promote moral, social and cultural development through a range of activities and curriculum opportunities, with particular reference to issues of equality and diversity.
- Aim to develop a diverse staff team which includes staff members from a range of genders, race, background and abilities.