



George Dixon Primary School

EQUALITY OBJECTIVES STATEMENT

This policy was updated and ratified by George Dixon Primary School:	23.03.2021
School staff were consulted on this document:	Spring 2021
This policy is due to be reviewed:	Spring 2022

Chair of Board of Governors

Signature: 

Print Name: Lynda Donaldson

Date: 23.03.2021

**Consideration
Courage**

**Co-operation
Communication**

**Care
Commitment**

Courtesy



FOREWORD

At George Dixon Primary School we are proud to uphold and carry out our duties under the Equality Act 2010. Our general aim is to take positive action to alleviate the disadvantages experienced by, or to meet the needs of, pupils with particular protected characteristics.

We will never tolerate the discrimination, harassment or victimisation of any member of our school community because of their: sex, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or, their marriage or civil partnership – not just because of the law, but because of our commitment to the promotion of pupils' spiritual, moral, social and cultural development.

We work with our community to ensure that in our school all are welcome, and that in our school all are safe.

SPECIFIC AIMS

Beyond the general aims of our school to teach brilliant lessons and to help all children succeed, we have a set of specific aims based on the unique make up of our school:

- To improve outcomes for girls so that they achieve at least as well as girls nationally
- To improve outcomes for Black African and Black Caribbean children so that they achieve at least as well as children nationally
- To improve outcomes where the above factors intersect with disadvantage

In order to achieve this are:

- Constantly updating our curriculum to reflect the needs, backgrounds and heritages of our children
- Placing continuous development of all staff at the forefront of our improvement strategies
- Investing time in building relationships and understanding through an outstanding Spiritual, Moral, Social and Cultural education programme and restorative approach
- Involving children and families in the shaping of our curriculum design

DEALING WITH PREJUDICE

While we do put sanctions in place and maintain a zero-tolerance of prejudice-based behaviour incidents, we believe that education is more effective than punishment. We are a restorative school, and as such we will ensure that victims are given the opportunity to speak to the person who has wronged them, to explain the effects of their actions.



EQUALITY AND DIGNITY IN THE WORKPLACE

We do not discriminate against staff with regards to their: sex, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or, their marriage or civil partnership. Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

We welcome all feedback from families in regards to this statement. Please get in touch via enquiry@georgedixonprimary.bham.sch.uk

