



Langer Primary Academy Equality Objectives Statement

Our vision is centred on our culture of care, safety and inclusion at every level of our school. Our vision at Langer, everyone can achieve. We trust, we care, we aspire.

Another central aim of our school is to treat all children, families and staff with equity. If we treat all members of our community equitably, instead of equally, we are accounting for the differing experiences of all members of our school community in relation to protected characteristics and their life experiences. Treating people equitably leads to equality. Treating people in identical ways increases disadvantage for some members of society and doing this goes against our vision of equality at Langer Primary Academy.

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We are mindful that we serve a community that experiences differing levels of engagement with the local and school community. We also have many families who experience challenges at times in terms of relationships, finance, safety, wellbeing, ability to access basic services. We take serving the needs of our community as an essential part of our role as a school at the heart of it's community. We will never accept discrimination against any member of our community who is experiencing these or any other challenges.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

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We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Directly teaching our pupils how to talk respectfully and with sensitivity about protected characteristics in age and context appropriate ways within our curriculum.
- Relentless challenge to behaviour or comments that constitute any type of negativity or discrimination based upon protected characteristics by any member of our school community.
- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- **Talk sensitively and respectfully about protected characteristics.**
- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- **Shy away from discussing any subject related to protective characteristics, taking the age and understanding of our pupils into account.**
- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

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The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

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 various policies relating to equality.

Our recruitment process is a blind shortlisting process meaning that those leaders who are shortlisting do not have access to information that relates to any protected characteristics prior to making their shortlisting selection.

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.

Prejudice is not tolerated at Langer Primary Academy. We are continuously working towards a more accepting and respectful environment for our school community. Our core values of trust, care, aspire and achieve allow us to teach our children to be successful members of a welcoming and diverse society. Our staff are absolutely committed to ensuring that every member of our school community has positive experiences working with us.

The school's Equal Opportunities Policy and our [Trust's Equality in Employment Guidance, Equality in Employment Policy and Equality Objectives](#), further outline the school's policies regarding equality.

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