



OVERCHURCH INFANT SCHOOL

Equality objectives statement

At Overchurch Infant School our school ethos is...

“We passionately believe in inclusion.”

All children in our care are embraced for their individual needs and personalities. Every child is valued and accepted so that we can celebrate their strengths, needs and progress. All staff at Overchurch Infant School are highly trained and current in areas of SEN and inclusion. Therefore, tune into children’s needs and provide tailored support for children with both SEN and varied learning needs.

“We believe learning should be fun!”

Our curriculum is personalised to give children the knowledge and skills they will need in an ever-changing future/world. Teachers know their children and develop and adapt the curriculum following their interests to ensure maximum engagement and learning. All of this is made possible in our calm and purposeful environments that have been carefully designed to promote independence and learning in fun and creative ways.

“We help children to develop key traits for life.”

At Overchurch we believe the curriculum should develop the whole child for their future successes. We know how important it is to teach children how to interact and build friendships, to show respect, to have courage in an environment that promotes and celebrates equality. Children take pride in their work and strive for excellence, whatever that might look like for each and every child. Our environment shows and celebrates the wide range of abilities within our setting and children not only have pride in their own work, but they are also proud of their peers’ achievements too!

“We know that communication is key.”

Teamwork is at the core of what we do to create a communication friendly school. We understand the vital role parents and families hold in their child’s education and pride ourselves on building strong and lasting relationships. We aim to communicate clearly and ensure information is received in a timely manner. Any issues or concerns are taken seriously and addressed sensitively in good time.

“We operate an open door policy at all times.”

The team at Overchurch are approachable and keen to listen to concerns and feedback. All members of staff give time for each and every child just as we do for their parents. We know how important it is to share information and work together to provide the best foundations for young children in our care. A listening ear is always available in our safe and welcoming school.

“We believe in giving children a voice.”

Our children play a huge role in the decisions that affect our school. We have an active school council who meet regularly and contribute to decisions that help to improve our schools such as planning the play equipment and our anti-bullying charter. Our eco council share more global issues with the children and help us to do our part in being more environmentally conscious by reinforcing things like minimum waste lunches and light switch awareness. The children’s contributions are always valued and they know that they matter.

“We are a family.”

We are proud that one of the first things visitors notice and comment on in our school is our welcoming and nurturing environment. Our dedicated team takes the time to get to know every child and find out what motivates them, their interests, worries and strengths. No child is invisible at Overchurch because staff treat the children as they would their own by showing genuine care.

We go the extra mile.

At Overchurch Infant School 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:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Overchurch Infant School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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

Overchurch Infant School believes 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:

- 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 instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Dealing with prejudice

Overchurch Infant School does 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 a 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.

At Overchurch Infant School, our pupils are taught to be:

- 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:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

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

Equality and dignity in the workplace

Overchurch Infant School does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or 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.

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 Overchurch Infant School and we are continuously working towards a more accepting and respectful environment for our school's community.

The school's Equal Opportunities Policy and Dignity at Work Policy further outline the school's policies regarding equality.