



Equality Compliance Statement

Governor Committee Responsible:	Full Governing Body	Governor Lead(s):	Chair
Status	Statutory	Review Cycle	Annual
Last Review	October 2023	Next Review Date	October 2024
<i>Date Ratified</i>	<i>Ratified by FGB 12 December 2023</i>		

At Charlton Kings Junior 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.

CKJS 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

Charlton Kings Junior 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.
- Teaching British Values through the curriculum and assembly.

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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

CKJS 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. All incidents are recorded and reported via an incident form; we are 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:

- 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

CKJS acts fairly and inclusively. We do 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.

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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.

Positive action

Prejudice is not tolerated at Charlton Kings Junior School and we are continuously working towards a more accepting and respectful environment for our school's community and have an Equality Action Plan identifying actions to enhance our school's procedures and ethos.

The school's Equal Opportunities Policy further outlines the school's policies regarding equality.

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Equality Action Plan

Objective 1

To ensure our CKJS vision and values, termly themes, promotion of learning characteristics and daily provision and practice reflects equality of opportunity regardless of protected characteristics.

Objective 2

To ensure our curriculum design includes opportunities to educate our pupils about discrimination and prejudice.

Objective 3

To ensure staff are appointed fairly and to increase representation from black and minority ethnic communities, or with other protected characteristics (both amongst the staff and the governing body).

Objective 4

To ensure curriculum resources and materials do not display protected characteristics in a negative way.