

Equality, Equity and Inclusion Statement

Sound and District Primary School

“Our children are the future”

At Sound and District Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, religion or belief, sexual orientation, age or socio-economic background.

We aim to foster a culture of inclusion and diversity in which all members of our school community feel valued, respected and proud of their identity, and are able to participate fully and equally in school life.

Our commitment to equality is rooted in our school ethos and values—**Team Player, Resilient, Independent, Curious, Caring and Wellbeing Warrior**—which guide how we learn, work and interact with one another.

We actively tackle discrimination through the positive promotion of equality, by challenging bullying, prejudice and stereotypes, and by creating an environment that champions respect, understanding and kindness for all.

At Sound and District Primary School, we believe that diversity is a strength. It is recognised, respected and celebrated by all those who learn, teach and visit our school.

Equality in Teaching and Learning

We provide all 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 and resources that reflect the diversity of the school, population and wider community without stereotyping
- Promoting attitudes and values that challenge discriminatory behaviour and prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of others
- Encouraging and supporting parental involvement in their child’s education
- Using inclusive teaching approaches that meet the needs of all learners

- Challenging prejudice and stereotypical views through assemblies, PSHE (including Relationships Education) and the wider curriculum
- Threading equality throughout the curriculum by exploring a wide range of people, places and perspectives, ensuring no pupil or group is disadvantaged

Equality in Admissions and Exclusions

Our admissions arrangements are fair, transparent and in line with statutory requirements. We do not discriminate on the grounds of race, gender, religion or belief, disability or socio-economic background.

Exclusions are used only as a last resort and are applied fairly, consistently and in accordance with statutory guidance.

Equal Opportunities for Staff

We are committed to equality in employment. All appointments, promotions and professional development opportunities are made on the basis of merit and ability and in compliance with equality legislation.

We aim for our workforce to reflect and understand the diversity of our community.

Further Information

The school has a full and separate **Equality Policy**, which can be found in the *Policies and Procedures* section of our school website. Please refer to this for further detail, including our Equality Objectives and how we monitor impact.

Conclusion

At Sound and District Primary School, equality, inclusion and respect are central to everything we do. Through our ethos and values, we ensure that every member of our community feels supported, valued and able to achieve their full potential.