

# Offwell C of E Primary Equality Statement

All children deserve an equal chance at life. Unequal treatment and opportunity from the start has long term impact on a child, with personal implications for their future and loss of their potential to society. At Offwell, we aim to make our world better for our children and our world through the care and education we provide, based on our vision to: **Be Well**, **Learn Well** and **Live Well** and our values: Sharing, Caring, Honesty, Loyalty, Forgiveness and Compassion. As a Church school we believe in our moral duty to actively be a part of the solution; to 'be the change we wish to see'. As courageous advocates for social justice, we aim to treat others as we would want to be treated. Through education, we can all 'Live life in all its fullness'

## Rationale for educating for equality

We celebrate our diversity of experience and appearance. We seek to expand and enrich our children's experience of life in all its fullness, so they see themselves and others accepted and represented. We stand for, with and within all groups protected under the Equality Act (2010). We aim to treat people as individuals, fairly and compassionately, regardless of **age, disability, gender reassignment, marriage or civil partnership, whether pregnant or parent, regardless of race, or religion or beliefs, sex, or sexual orientation** (The nine protected characteristics).

We stand against all forms of bias, stereotyping, prejudice, bullying and discrimination. Negative attitudes or other unjust, unkind treatment towards others is not tolerated and is always addressed. Differential and unjust treatment affects children's self-image, mental and physical health, development and achievement and deprives those affected of their rights and wellbeing, as well as depriving society of their potential. We address bias, stereotyping, prejudice, bullying and discrimination through making sure we all act in line with our values; ensuring the education of adults and children within our school community is inclusive, diverse, and promotes equity and social justice setting, and acting in line with our behaviour policy to respond, record and report incidents where prevention has not worked.

Social inequalities both locally and globally, persist. In Britain, more families than ever are using Food Banks (April 2023 Trussell trust) and Child Poverty affects the future of more than 185,000 children in the South West (Action for Children February 2024). Personal, social, political and economic choices continue to cause inequality, despite the relative wealth of the UK. Globally, people in wealthier countries disproportionately affect people across the planet, through exploiting, consuming and exhausting resources and disposing of waste without care, causing environmental damage that affects us all. Ultimately, how we behave individually and collectively has an impact on ourselves, our society and our environment. **Understanding equality, and working towards it, means a safer, happier, better world for everyone.**

Sources of further information:

<https://video.link/w/vl65f4487186516>

<https://commonslibrary.parliament.uk/research-briefings/cbp-8585/>

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/your-rights/discrimination-hate-crime-equality>

<https://www.bbc.co.uk/news/uk-england-devon-68347619>

Therefore, we expect that all **Children, Families and Staff at Offwell School:**

- are never discriminated against, and do not discriminate against others because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (The nine protected characteristics)

**Aims for our children** - We want our pupils to:

**Be Well:**

- feel valued, so they value the diversity of life, in each other, in our school, in society and in nature;
- feel cared for, safe and protected, so they will care for, protect and stand up for others in turn.
- develop and enjoy a positive self-image and build healthy relationships with others;
- benefit from equity of access and opportunity, which can mean some need more help than others for different reasons, at different times;

**Learn Well:**

- recognise, name and value the characteristics which make us unique;
- recognise, name and value the characteristics which are common to all humanity;
- enjoy a wide range of activities and resources which open their eyes, hearts and minds to the world;
- come to understand how bias and victimisation happens and how we can prevent it;
- learn to critically assess information, so that they become intelligent life-long learners.

**Live Well:**

- develop a strong sense of morality and spirituality, grounded in Christian values of compassion and justice.
- make decisions and take actions firmly rooted in equality for all - to be courageous advocates;
- make a positive difference to society, now and in the future – to become local and global citizens.

To achieve these aims, **We will ensure:**

- Staff and Governor development and training;
- A good education for all our pupils, through an appropriately diverse curriculum, activities and resources.
- Communication with families about our aims, actions and how they can help;