



Brookhurst Primary School

School Statement on Equality

21 November 2018

Author : Ms A Stanton

Approved :

Staff Name	Last Open	Signature Date
Ms A Stanton	26-11-2019	26-11-2019
Mrs L Wythe	09-02-2021	09-02-2021
Chair of Full Governing Body	03-12-2020	Not Yet
Emma Hugill	Not Yet	Not Yet
Richard Cargill	16-03-2021	16-03-2021
Stephanie Beamish	Not Yet	Not Yet
Jonathan Turton	11-03-2021	11-03-2021
Robert Nash	Not Yet	Not Yet
Mr M Hughes	Not Yet	Not Yet
Mrs S Uddin	08-01-2020	08-01-2020
Mrs K Whipp	Not Yet	Not Yet
James Fullbrook	24-01-2019	24-01-2019
Lauren Brough	04-10-2020	04-10-2020
Lucy Hartwright	19-01-2019	19-01-2019
Georgia Morris	09-02-2021	09-02-2021
Anna Archer	28-04-2021	28-04-2021
Becky Gunthorpe	Not Yet	Not Yet
Gill Howell	Not Yet	Not Yet
Alex Oldham	14-06-2021	14-06-2021
Claire Honey	Not Yet	Not Yet
Charlotte Lidgard	19-04-2021	19-04-2021
Verity Maclean	Not Yet	Not Yet
Olivia Whatcott	Not Yet	Not Yet
Amy Sexton	Not Yet	Not Yet
Mrs E Moon	21-11-2018	21-11-2018
Mrs C Clarke	Not Yet	Not Yet
Mrs T Henderson	31-01-2019	30-03-2021
Ms F Hughes	Not Yet	Not Yet
Mrs R Jones	16-02-2019	16-02-2019
Mrs G Lindsay	18-01-2019	18-01-2019
Mrs T Taylor	17-12-2020	17-12-2020
Mrs K Waterfield	29-01-2019	29-01-2019
Mrs J Weston	Not Yet	Not Yet
Gina Reynolds	Not Yet	Not Yet
Chrissy Wales	24-04-2020	24-04-2020
Stella Newman	18-11-2019	18-11-2019
Sioban Mulherin	21-04-2020	21-04-2020
Cathryn Clarke	Not Yet	Not Yet
Sofia Gryparis	Not Yet	Not Yet
Teresa Henderson	Not Yet	Not Yet
Christine Wales	Not Yet	Not Yet

Siobhan Mulherin	Not Yet	Not Yet
Elisabeth Ingham	15-01-2021	15-01-2021
Julie Byrne	Not Yet	Not Yet
Billy Jarvis	Not Yet	Not Yet
Rachel Chowanietz	Not Yet	Not Yet



Brookhurst Primary School

School Statement on Equality

At **Brookhurst Primary 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:

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

Brookhurst Primary 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.

Brookhurst Primary 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.

Brookhurst Primary 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 **Brookhurst Primary 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 employees will:

- Promote diversity equality.

- Encourage and adopt an inclusive attitude.
- Lead by example.

Brookhurst Primary 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 **Brookhurst Primary School** and we are continuously working towards a more accepting and respectful environment for our school's community.

Autumn Term 2018

Written by Angela Stanton - Autumn 2018

Agreed by Governors - Autumn 2018

To be reviewed - Autumn 2022