



Small Beginnings; Endless Possibilities

"The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches."
Matthew 13 31-32

Growing together with Compassion, Curiosity and Courage

Equalities Information and Objectives

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| Policy agreed (date): | 2025 |
| Policy published (including on website) (date): | 2025 |
| Next review (date): | 2027 |

At our school, inspired by the parable of the mustard seed (Matthew 13:31-32), we believe in the power of small but mighty beginnings. Just as the tiny seed grows into a great tree, we nurture each child's potential with **compassion, curiosity and courage**, enabling them to grow, flourish and make a lasting impact. Together, we create a community where every individual can achieve greatness, no matter how small the start.

Introduction

Kennet Valley CofE VA Primary School is committed to ensuring that everyone is treated fairly and with respect as we want our school to be a safe and inspiring learning environment for all our pupils.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school and aligns with our core values. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community equitably.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and equitable 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 promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do 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, we ensure 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.
- Celebrate diversity.
- Challenge themselves to reach their full potential.
- Make all members of our community feel welcome.
- Understand what discriminatory behaviour is.

The school's employees will not:

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

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.

- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- 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.

Diversity and representation

As a small village school we feel it is essential that we enable our children to see the diversity in the world around them. In developing our curriculum we are actively seeking ways to diversify the texts and examples used to ensure an accurate representation of modern Britain.

We celebrate the diversity within our own community through the Emma Russell Awards for Key Stage 1 and Key Stage 2. These awards are given to those children who have demonstrated a clear sense of individuality.

During pupil voice activities, we speak to a range of children to ensure there is a genuine representation of our community. We provide additional support when it is needed to enable all children to have equitable access to opportunities to lead within the school.

When planning our Collective Worship Cycle for the year, we look for opportunities to broaden the children's knowledge and understanding of religions and world views that are different to their own.

When collecting parent voice we ensure that all groups are represented by speaking directly to those who may not engage with online surveys or in-school events.

Inclusion

We pride ourselves on our inclusive ethos. Through our Universal Offer we aim to ensure that all our children feel that they belong in their class and within our school.

Where children need something which is additional to, or different from what is ordinarily available we aim to deliver this in such a way that the child does not feel 'othered' but further included in the life of the school.

Closing Statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.