# Equality Statement

# Hillborough Infant and Nursery School

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| **Owned and Written by:**<br>J Walter, Headteacher | **Date:**<br>March 2023 |
| **Approved by:**<br>Full Governing Body | **Date:**<br>March 2025 |
| **Next Review:** | **Date:**<br>March 2027 |
| **This policy has been updated to reflect the General Data Protection Regulation (GDPR) and Data Protection Act 2018, and it supersedes the HM Government Information Sharing Guidance for Practitioners and Managers published in March 2015.** | |

**The school is required to hold and publish information about how we comply with the Public Sector Equality Duty.**

## 1. Equality Statement

We are committed to the promotion of equality and diversity. We have chosen to combine these requirements into a single resource within this statement. Equality is a whole school issue. It is in this light that this statement is intended to give guidance in promoting equality and diversity within all aspects of the life of the school and to meet the legal and moral requirements.

This statement will address the six areas for equality covered by legislation;

- Race
- Gender
- Disability
- Age
- Sexual orientation
- Religion or belief

The central purpose of Hillborough Infant and Nursery School is to help all pupils to develop their unique potential to the full. The aim of our Equality and Diversity Policy is to help ensure that all have this opportunity and that all are treated fairly and justly. Unfair treatment on the grounds of disability, gender, race, sexual orientation, colour, religion/ belief, ethnic or national origins is unacceptable.

We recognise the uniqueness of each individual and value their contributions to the school and the community. Our aim is to enable everyone to value, respect and live in harmony with others. We recognise a school has a responsibility to promote good relations and positive mutual respect between members of different groups.

## 2. Equality Objectives

At Hillborough Infant and Nursery School, are committed to developing policies and practice that raise attainment for all children and close the gap between those facing disadvantage and their peers.

Under the Equality Act 2010, we have a legal duty to publish information to demonstrate compliance with Public Sector Equality Duty of that Act.

As a school we recognise our general and specific duties having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people of all characteristics.

These duties extend to everyone in our school and its community, and specific regard needs to be given to those who have protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Hillborough Infant and Nursery school is committed to:

- Considering equality as we develop policy and acting on those considerations.
- Being conscious of the need for our policy to be informed by equality evidence, collecting the evidence, and using it.
- Improving our practice in promoting equality, and engaging with our local, national and international communities.