



Equality and Diversity Statement

At Bowhill Primary School, our approach to Equality and Diversity celebrates similarities and differences, and consistently challenges all stereotypes across our school community.

All pupils at Bowhill Primary School are entitled to a full-time education that is free from discrimination and harassment, regardless of their protected characteristics. The learning environment in which our pupils engage should be supportive, safe and welcoming to diversity amongst our school community. Equally, all members of our school community are entitled to be in a safe and welcoming place in which they are not discriminated against or treated unfairly.

In keeping with our mission, vision and values, we aim for our curriculum to be inclusive. As a result, we expect our children to be respectful and appreciate the diversity that exists within our school community and within society as a whole. It is only by educating our children and promoting an inclusive ethos that we can keep everyone safe and maintain a consistent approach to any kind of bullying, prejudice or discrimination.

Since November 2014, schools have to promote British Values which we do on the advice of the Department of Education (DfE) through SMSC (Spiritual, Moral, Social, Cultural) education. As part of British Values, all schools have a duty to promote Individual Liberty, Rule of Law and Democracy, which includes all protected characteristics referred to in the Equality Act 2010 (race, religion, sexual orientation, sex, gender reassignment and disability etc.)

Within our Relationship, Health Education (RHE) curriculum, children are encouraged to develop their understanding of healthy bodies, healthy brains and healthy living. We believe that everyone has a responsibility to behave with care and concern towards others and in order to achieve this, we follow our behaviour policy, which aims to create a fair and consistent whole school system. As a school we aim to develop our pupils' understanding, appreciation and respect of difference in the world and its people, including the things we share in common across cultural, religious, ethnic and socio-economic communities.

Across our curriculum, we aim to ensure the following:

- That the delivery of all learning is age appropriate and all staff ensure any references made to LGBTQ+ are suitable and pitched at the children's age and ability/ understanding.
- We use the correct and appropriate terminology when addressing children's questions or making references.
- Instead of one off lessons, we make references to all protected characteristics within many lessons rather than teaching specifically about them.
- When we talk to the children about any relationship, we advocate this as being safe within a family unit however it is comprised (RHE: Healthy Living)

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of the School Uniform Policy. All pupils have the right to dress in accordance with their gender identity and expression within the constraints of the school's School Uniform Policy. This applies to all elements of school uniform, including PE kits.

When required, the school will ensure all reasonable adjustments will be put into place to support the well-being of a child, in partnership with their parents and in line with our Equality Duty.

Our statement operates in conjunction with the following school policies:

- Anti-bullying Policy
- Behaviour Policy
- Attendance and Absence Policy
- Complaints Procedures Policy
- Grievance Policy
- Disciplinary Policy and Procedure
- School Uniform Policy
- Pupil Code of Conduct
- Staff Code of Conduct
- Child Protection Policy