Equality and Diversity Objectives
2023 -2027

At the Growing Together Federation, we, the staff and Governors, aim to promote an inclusive and equitable environment for all children, families and communities, regardless of their background, culture, ethnicity, gender, ability, religion, and sexual orientation. Under the Equality Act 2010, these attributes are collectively recognised as 'protected characteristics'.

Intent - We promise to:

- Provide a safe and welcoming environment for all children and families.
- Ensure that all children have equal access to resources, opportunities, and experiences.
- Ensure that access to resources, opportunities, and experiences is equitable to support progress of those identified as disadvantaged due to a protected characteristic.
- Promote positive attitudes and understanding towards diversity and difference.
- Encourage children to embrace and celebrate their own identity and the identities of others.
- Address any discriminatory behaviour and language in a positive and proactive manner.
- Provide an inclusive curriculum that celebrates and respects the diversity of race, religion, ethnicity, gender and disability of all our families.
- Support children and families from different cultural backgrounds to maintain their cultural identity and heritage.
- Encourage families from diverse backgrounds to actively participate in the life of the setting.
- Develop effective partnerships that support and improve children's understanding of where they live and the people around them.
- Ensure all children make good/outstanding from their starting points, regardless of any protected characteristic.

Implementation – How are we going to do this?

1. We will be clear about how our words and actions have a lasting impact, if not used respectfully

2. Our curriculum will provide children and their families with experience of and opportunities to share different cultures, peoples and beliefs. Partnerships are actively encouraged within the local community. We welcome discussion of children's questions in age-appropriate contexts that allow growth and understanding for all.

3. Our curriculum will focus on how children can be kind and respect individual differences. Children are taught about healthy friendships and about different families in an age-appropriate manner through stories

and discussion. Adults and children are expected to model respectful attitudes to others, regardless of any protected characteristic.

4. If incidents of discrimination are seen or reported, we will challenge these and follow our policies*. We will actively reflect upon these incidents and where necessary, additional training will be provided for any member of the school community.

Impact – How will we know we are meeting our aims?

- Pupils will talk confidently about differences and similarities in a supportive and appropriate manner.
- Our curriculum will celebrate differences in culture, religion and family units.
- Carers will be actively involved in sharing differences in language, heritage, culture and home life.
- Record and report any incidents of discrimination and lack of equality. Reflect upon these and consider what needs to change, if necessary and how to implement this.

***This policy should be read in conjunction with:**

- **SEND Information Report and Policy**
- **Child Protection Policy**
- **Anti-Bullying Policy**
- **Admissions Policy**
- **Supporting Pupils with Medical Conditions Policy**

We will review progress on these objectives annually and this paperwork will be held within school.