

## Equality Statement

At Carterhatch Junior School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievements of our pupils will be monitored to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Carterhatch Junior, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit.

Carterhatch Junior School is committed to the fair treatment of its staff, workers, potential staff/workers and users of its services. We do this regardless of:

- Race, colour, nationality, ethnic or national origins
- Age, disability, gender, gender reassignment or sexual orientation
- Faith, religion or socio-economic background
- Marital or civil status, pregnancy/maternity reasons or having responsibilities for dependants
- Being involved with a Trade Union or any other grounds irrelevant to the role or service in question

Similarly, the school will not treat unfairly, or discriminate against anyone with a criminal record. Having a criminal record does not mean that an individual will automatically be prevented from obtaining employment or working in this school. The school has a 'Policy Statement on the Recruitment of Ex-Offenders' which is available on request. The school adheres to the principles of the Disclosure and Barring Service Code of Practice. Applicants are made aware of the Code which, alongside our Equality policy, detailing our objectives as well giving further information, can be accessed below.

[Disclosure and Barring Service Code of Practice.](#)

[ELT Equality Policy](#)

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