

Equality Objectives Statement



Date policy last reviewed: 16 January 2026

Signed By:

Headteacher (Mrs Leah Glick)

Date:

**Chair of Governors (Mr Jordan
Lewis)**

Date:

Opening statement

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

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- 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 the greatest success for our pupils and staff is achieved when the uniqueness of every individual is recognised, respected and nurtured. Rooted in our Jewish ethos and values, we are committed to creating an inclusive, warm and respectful environment in which every member of our school community feels confident, valued and at ease.

We will achieve this by:

- Treating all members of the school community with dignity, respect and fairness.
- Recognising and celebrating the diversity within our school and wider society, and understanding the strength that inclusion brings.

- Promoting an inclusive culture that reflects our core values, ensuring that pupils, staff, governors and parents understand what inclusive behaviour looks like at Beit Shvidler.
- Delivering an inclusive curriculum that is accessible to all pupils, enabling each child to thrive academically, socially and spiritually.
- Encouraging compassion, kindness, empathy and open-mindedness in line with our Jewish values.
- Challenging prejudice, stereotypes or discriminatory behaviour appropriately and constructively, in order to foster understanding and growth.
- Ensuring that equality considerations are embedded within our policies and procedures and form a key part of decision-making before any policy is implemented or amended.
- Promoting a culture in which pupils, staff and parents feel safe and supported to raise concerns, including where issues relate to protected characteristics or experiences of discrimination.

We are committed to providing a broad, balanced and fair curriculum. We believe our pupils should be thoughtfully introduced to ideas and concepts that may extend or challenge their understanding, enabling them to develop resilience, respect for others and an appreciation of difference. Where sensitive or potentially controversial matters arise, they will be delivered in an age-appropriate manner that upholds our values, prevents discrimination and actively promotes inclusion and mutual respect.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident or discriminatory behaviour. Whether direct or indirect, discrimination against any member of our school community is treated with the utmost seriousness.

All reported incidents are recorded and addressed promptly, proportionately and in line with our Behaviour, Safeguarding and Equality policies. We are committed to taking action that is fair, firm and educative, ensuring that pupils understand the impact of their actions and are supported to learn, reflect and grow.

Our Pupils Are Taught To Be:

- Respectful, kind and considerate towards others at all times.
- Proud of their own identity while valuing and appreciating the identities of others.
- Understanding that diversity exists within our school, the Jewish community and wider British society.

- Committed to reaching their full academic, social and spiritual potential.
- Inclusive in practice — ensuring that games, group work, school events and activities are organised so that everyone can participate with dignity and respect. This includes:
 - Actively inviting others to join in.
 - Avoiding exclusionary language or behaviour.
 - Being mindful of different abilities, needs, backgrounds and family circumstances.
- Aware of what constitutes discriminatory behaviour, including prejudice based on protected characteristics, and confident in reporting concerns to a trusted adult.

Our Staff Will Not:

- Discriminate against any member of the school community.
- Treat pupils, parents, colleagues or governors unfairly or without respect.

Our Staff Will:

- Promote equality, diversity and inclusion consistently across school life.
- Model inclusive, respectful behaviour in line with the school's values and Jewish ethos.
- Challenge prejudice or discriminatory language immediately and appropriately.
- Foster an environment in which pupils feel safe to express concerns.
- Undertake regular training to ensure their knowledge remains current, particularly in relation to safeguarding, equality duties and inclusive practice.

Celebrating Diversity at Beit Shvidler

Throughout the academic year, the school provides meaningful opportunities to celebrate and understand diversity, including:

- Marking key national and community awareness days in an age-appropriate manner.
- Inviting speakers and community representatives to broaden pupils' understanding of the wider world.
- Embedding equality, respect and inclusion within the curriculum, including PSHE, Jewish Studies and wider foundation subjects.
- Promoting British values alongside our Jewish values, including mutual respect and tolerance of those with different faiths and beliefs.

Through these actions, Beit Shvidler Primary School seeks to ensure that every child feels safe, valued and empowered to thrive within a community built on respect, responsibility and compassion.

Equality and dignity in the workplace

We are fully committed to equality of opportunity and to ensuring that no member of staff is treated less favourably because of any protected characteristic as defined under the Equality Act 2010.

Equality of opportunity and non-discrimination principles extend to the treatment of all members of the school community, including staff, pupils, parents, governors, volunteers and visitors.

All staff are required to act in accordance with the school's Equality Policy and related policies, including those concerning recruitment, safeguarding, behaviour, complaints, discipline and grievance procedures. Inclusive and respectful conduct is a professional expectation and forms part of our wider safeguarding culture.

Recruitment, promotion, pay, training, performance management, redundancy and disciplinary decisions will be made fairly, objectively and transparently. No redundancy decision will be influenced by direct or indirect discrimination. All disciplinary procedures and internal processes will be applied consistently and without prejudice, and any warnings, sanctions or dismissals will be based solely on legitimate, lawful and objective grounds.

We are committed to fostering a professional environment in which staff feel valued, supported and able to raise concerns without fear of discrimination, harassment or victimisation.

Diversity, Representation and Inclusion

Diversity, representation and inclusion are embedded throughout school life. We provide a broad and balanced curriculum delivered through an inclusive and creative approach, ensuring that all learners are able to participate fully and achieve their potential. Teaching is interactive, engaging and accessible, with appropriate differentiation and support to meet a wide range of learning needs.

We actively promote respect for individuals of different faiths and beliefs in line with British values, while remaining rooted in our Jewish ethos. Our aim is to ensure that pupils develop both a strong sense of identity and a respectful understanding of the diverse society in which they live. We foster a supportive and inclusive community in which families from all backgrounds within our school feel valued and represented.

Personal, Social, Health and Economic (PSHE) education plays a central role in supporting pupils' social, emotional and moral development. Through this provision, pupils are encouraged to develop empathy, resilience, confidence and respect for others.

We provide targeted support programmes, including Pupil Premium and additional academic interventions where appropriate, to ensure that disadvantaged or vulnerable pupils are supported effectively and are able to access the full breadth of school life. Enrichment activities, clubs, educational visits and community events are designed to appeal to a wide range of interests and talents, promoting broad participation and representation.

The school maintains an inclusive admissions structure and a mixed-gender environment, ensuring equality of opportunity and balanced representation. We also ensure that school information, policies and learning resources are accessible to all families, supporting equitable engagement and meaningful partnership between home and school.

Closing statement

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