



Equality Information and Objectives Statement

1. Our School Vision and Ethos

At Lindow Community Primary School, our motto is "**Caring, Learning and Achieving together.**"

We are committed to providing a nurturing, caring, and safe environment where every member of our school community is valued. We take pride in creating a unique and stimulating learning environment that celebrates achievement, diversity, and individuality.

As an inclusive school—proudly incorporating our Specialist Deaf Resource Base and promoting a BSL curriculum—we ensure that all children, regardless of their background, additional needs, or protected characteristics, are given the opportunities and support they need to thrive.

2. Statutory Duties and the Equality Act 2010

We welcome our duties under the Equality Act 2010. The school's policies, curriculum design, and daily operations are guided by the Public Sector Equality Duty (PSED), aiming to:

1. **Eliminate discrimination** and other conduct prohibited by the Act.
2. **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
3. **Foster good relations** across all characteristics—building understanding and positive relationships between people from different backgrounds, cultures, and groups.

The protected characteristics under the law are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. (Note: Age and marriage/civil partnership apply to staff employment matters).

3. Addressing Our Public Sector Equality Duties in Practice

- **Eliminating Discrimination:** We do not tolerate any form of prejudice, bullying, or harassment. Through our behaviour policies, Lindow Life Skills Curriculum, and regular assemblies, children are taught right from wrong, mutual respect, and how to treat others fairly.
- **Advancing Equality of Opportunity:** We remove barriers to learning wherever possible. Through our Special Educational Needs and Disability (SEND) provision, targeted interventions, and the integration of our Deaf

Resource Base, we ensure that every child can fully participate in school life, trips, and extracurricular activities.

- **Fostering Good Relations:** We actively celebrate diversity within our local community and the wider world. Through targeted teaching in our curriculum, BSL integration, and community projects, we ensure pupils develop a deep understanding and appreciation of different faiths, cultures, and communication methods.

4. Lindow Community Primary School's Equality Objectives

To ensure continuous improvement and to fulfil our legal requirements, we have set measurable equality objectives tailored to our school community:

- **Objective 1: Curriculum & Inclusion**
 - *Aim:* To further develop and embed equality, diversity, and inclusion across all areas of the curriculum ensuring pupils appreciate different cultures, family structures, needs, and protected characteristics.
 - *Action:* Review curriculum maps to integrate diverse resources, literature, and role models; promote British values alongside our own core school values.
- **Objective 2: Accessibility and Specialised Provision**
 - *Aim:* To champion integration and celebrate communication diversity by raising awareness of deaf culture and British Sign Language (BSL) across the whole school community.
 - *Action:* Utilize the expertise within our Deaf Resource Base to create collaborative learning opportunities, build peer-to-peer relationships, and foster an inclusive environment where all communication methods are valued.
- **Objective 3: Stakeholder Voice and Engagement**
 - *Aim:* To actively seek out and respond to the views of pupils, parents, and the wider school community regarding inclusion, ensuring stakeholder feedback helps shape school practices and decision-making.
 - *Action:* Use pupil voice groups, parent feedback, and stakeholder surveys to monitor how safe, valued, and included everyone feels within the Lindow community.

5. Monitoring and Review

- This Equality Information and Objectives Statement is reviewed regularly and updated in line with statutory guidelines.
- Lindow Community Primary School publishes relevant data and progress updates regarding our equality objectives on our school website annually.