



*"Inspiring minds to ignite lifelong learning"*



**Onchan Primary School**  
School Road, Onchan, Isle of Man IM3 4PD

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## **Equality & Accessibility Policy**

### **This policy is written following consultation with The IOM Equality Act 2017**

At Onchan School we value the individuality of all. We are committed to giving all our children every opportunity to achieve the highest of standards, demonstrating the use of our school values, the 6R's and the E4L curriculum to enable this to happen. We do this by taking account of pupils' varied experiences and needs. We offer a broad, varied, exciting and balanced curriculum and have high expectations of all children.

Having a growth mindset is central to our beliefs.

The achievements, attitudes and well-being of all our children matter.

Our Equality & Accessibility Policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

### **Key Characteristics of Our School and Our Curriculum**

- We do not discriminate against anyone, staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school and seek ways to make this happen
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups
- We challenge any perceived direct discrimination
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth
- We nurture an Inclusive School which promotes the values of inclusion in wider society
- We openly discuss at an age appropriate level Inclusion and Equality
- We celebrate the individuality and cultural diversity of the Onchan School community, and we show respect for all

We are aware that prejudice and stereotyping are often caused by limited experiences, the views of others, hostility that is unwarranted and by ignorance. Through positive educational experiences, challenging inequality or bias and developing a school in which we talk about things that may be seen as difficult, we aim to promote positive social attitudes, and respect for all. Our curriculum is inclusive and through this we will aim to advance equality of opportunity between people who share a protected characteristic and those

**Onchan School Values**

**Compassion - Integrity - Endeavour - Courage - Respect**



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people who do not share it and aim to foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We endorse the following protected characteristics, as highlighted within the Act and will ensure that as a school, we will actively challenge any perceived discrimination of any form:

- Sex
- Race (colour, nationality, ethnic or national origins)
- Disability (broader than DDA definition)
- Religion or belief (religious or philosophical belief or lack of same)
- Sexual orientation
- Gender reassignment (undergoing, undergone or is proposing to undergo process of reassigning their sex)
- Pregnancy or maternity
- Marriage or civil partnership
- Age

### **Interpretation of this policy**

This policy is underwritten by all staff who work at our school. It contains the beliefs of our staff. We believe in openness and transparency and will ensure that as a school we will teach to the beliefs held within this documentation.

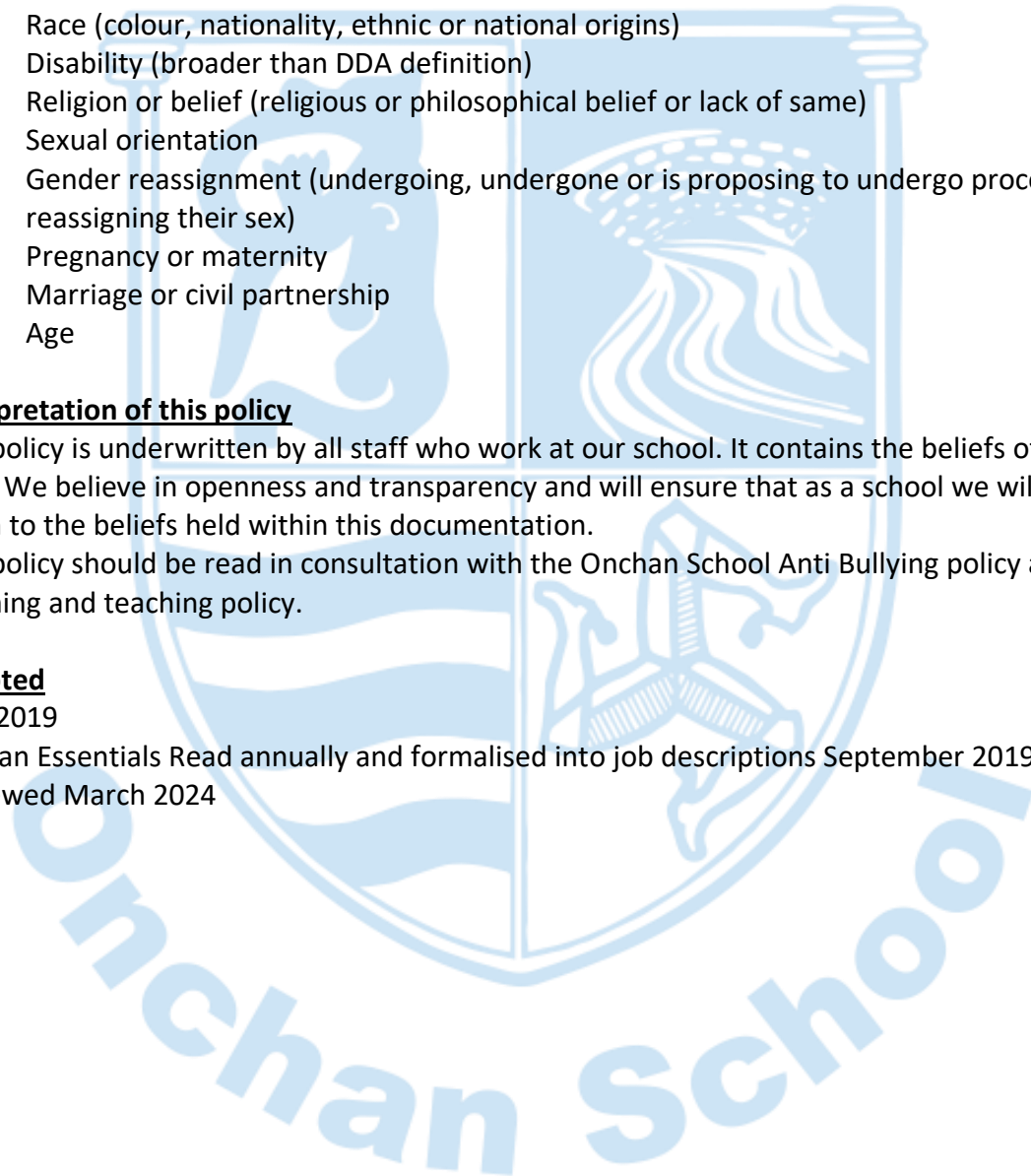
This policy should be read in consultation with the Onchan School Anti Bullying policy and Learning and teaching policy.

### **Adopted**

May 2019

Onchan Essentials Read annually and formalised into job descriptions September 2019.

Reviewed March 2024



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