









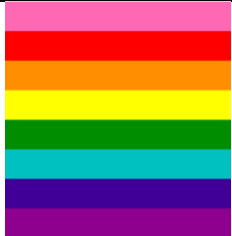


Walter Infant School and Nursery EQUALITY STATEMENT

We welcome our duties under The Equality Act 2010 which legally protects people from discrimination; we value and respect all members of our school community and will do all we can to teach respect, tolerance and equality for everyone.

The 2010 Equality Act makes it an offense to discriminate against a person due to the 9 protected characteristic(s). At Walter Infant School and Nursery no form of discrimination is tolerated and our pupils show respect for those who share the protected characteristics.

The **characteristics** that are protected by the Equality Act 2010 are:

		
Age	Disability	Gender Reassignment
		
Marriage or Civil Partnership	Pregnancy and maternity	Race
		
Religion or Belief	Sex	Sexual Orientation



@ Walter Infant School and Nursery

We have 5 core values which run through our school like a river, bringing us altogether in a shared vision of support, care, understanding and tolerance.



Respect	Empathy	Kindness	Honesty	Resilience

Our BIG Curriculum for Little People



Walter Infant School and Nursery is an equitable, safe, secure and happy place to learn; our children grow as individuals in a stimulating and exciting environment which values respect, empathy, kindness, honesty and resilience.

We aim for every member of our school to be...

To be the Best they Can Be!

Fundamental British Values (we like to think of them as International Values)



Democracy

- Voting for our school councillors through a democratic process
- Offering choices by giving our children a voice
- We teach the importance of democracy through school assemblies and school council meetings, and the importance of 'having a say'.

Rule of Law

- We have high expectations for behaviour and our children generally behave well
- Each class decides their own code of conduct based on our expectations for Behaviour
- We have a Therapeutic Thinking Approach to behaviour in our school, which is equitable and accepts that we are all different

Tolerance of different cultures and religions

- We are a very diverse school and enjoy celebrating the differences and similarities presented within our community
- We have over 40 different languages spoken in our school and 13 of the possible 17 ethnic groups are represented by our pupils
- We learn about and celebrate the festivals that our families celebrate
- Our curriculum, including the books we choose to learn from, enable our children to see versions of themselves represented

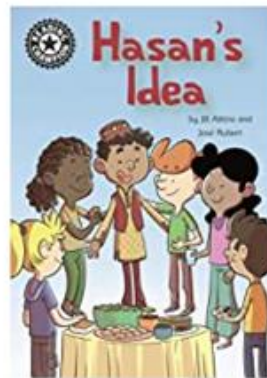
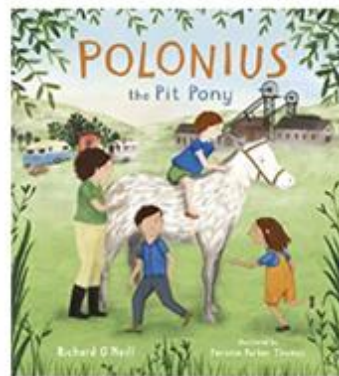
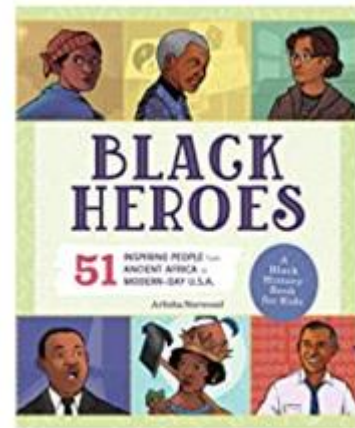
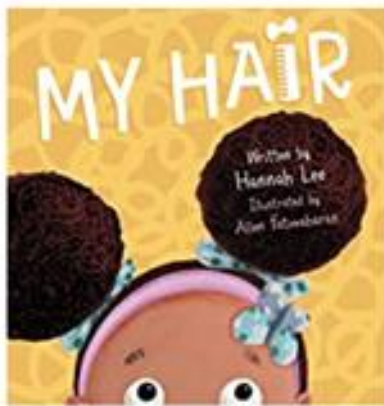
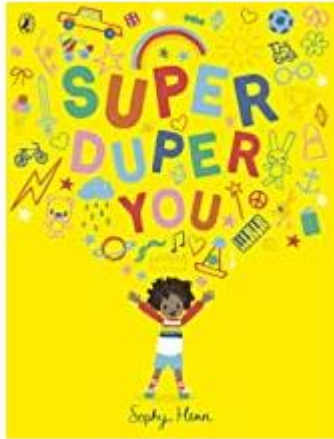
Mutual Respect

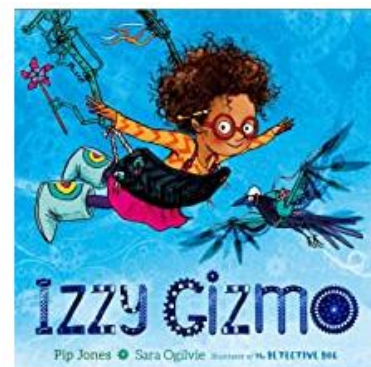
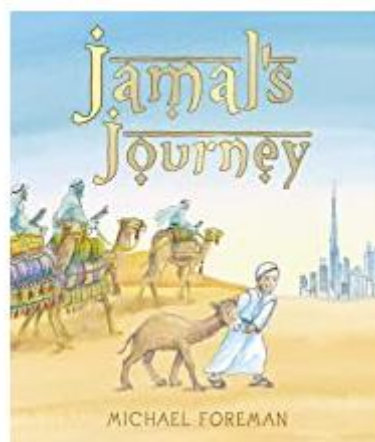
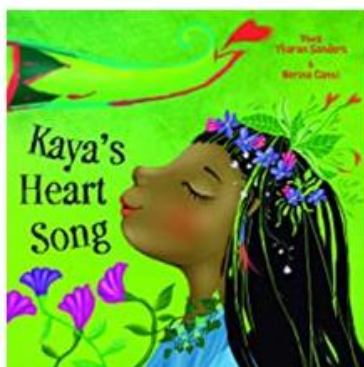
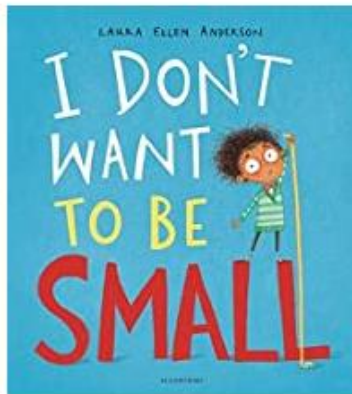
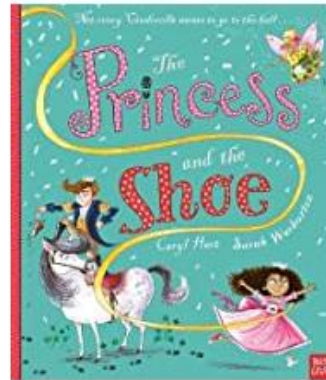
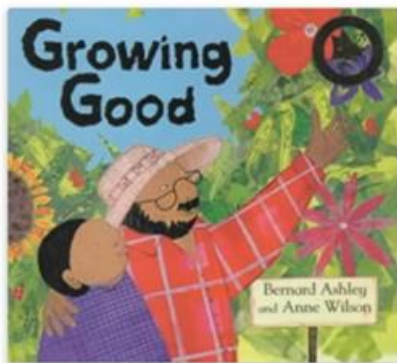
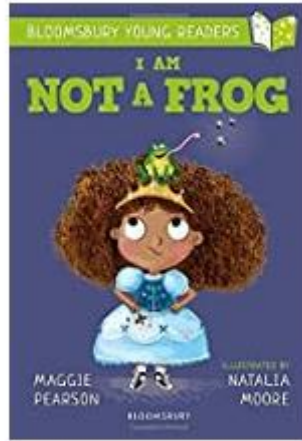
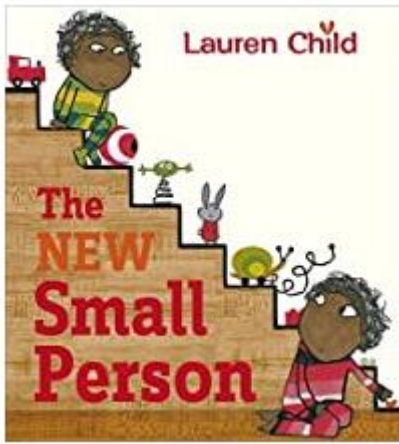
- One of our core values is respect; our children understand what is to respect others and to feel respected
- We celebrate difference and learn how to show respect
- We demonstrate good manners and good behaviours

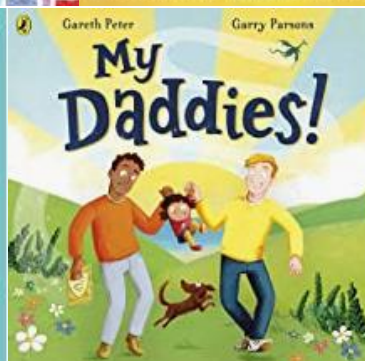
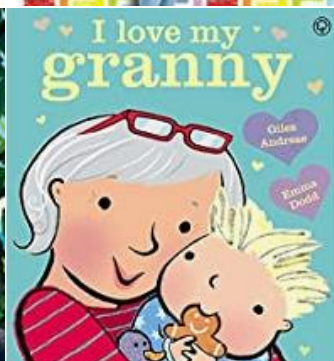
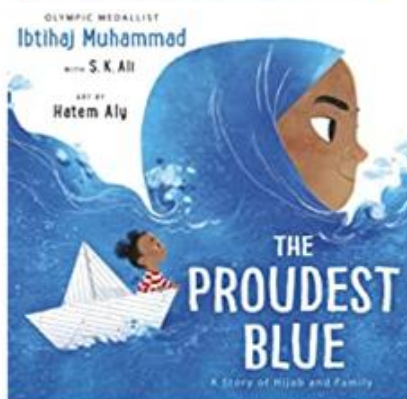
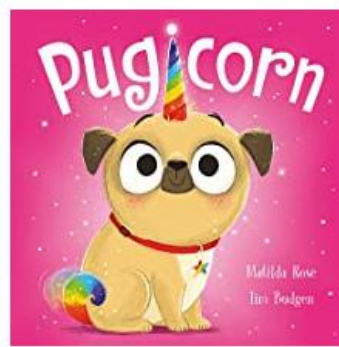
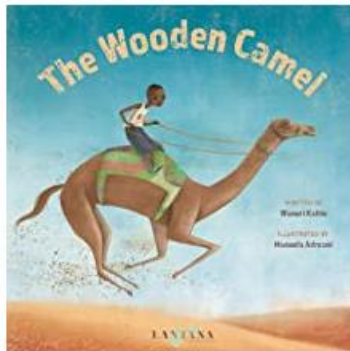
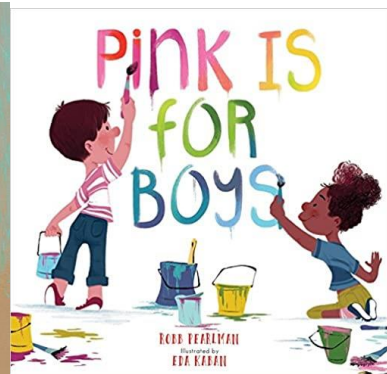
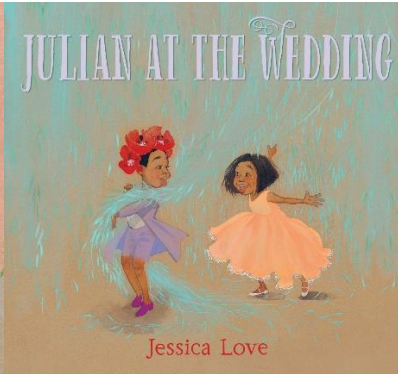
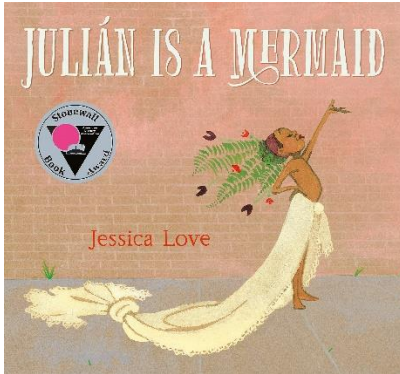
Individual Liberty

- Our children are free to be themselves
- We provide many opportunities for children to express their own personalities, including a Dress to Express Day during our Mental Health Week
- Our school uniform is not gender specific and neither are our toys and resources
- Our children are encouraged to share their thoughts, feelings and ideas

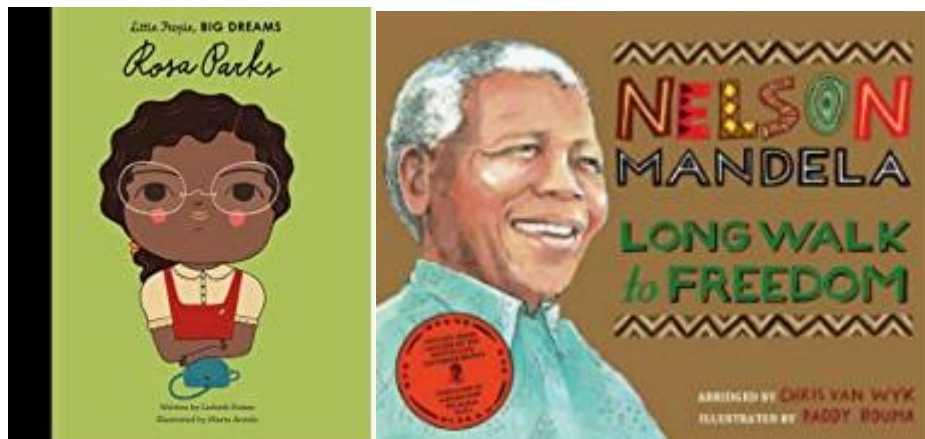
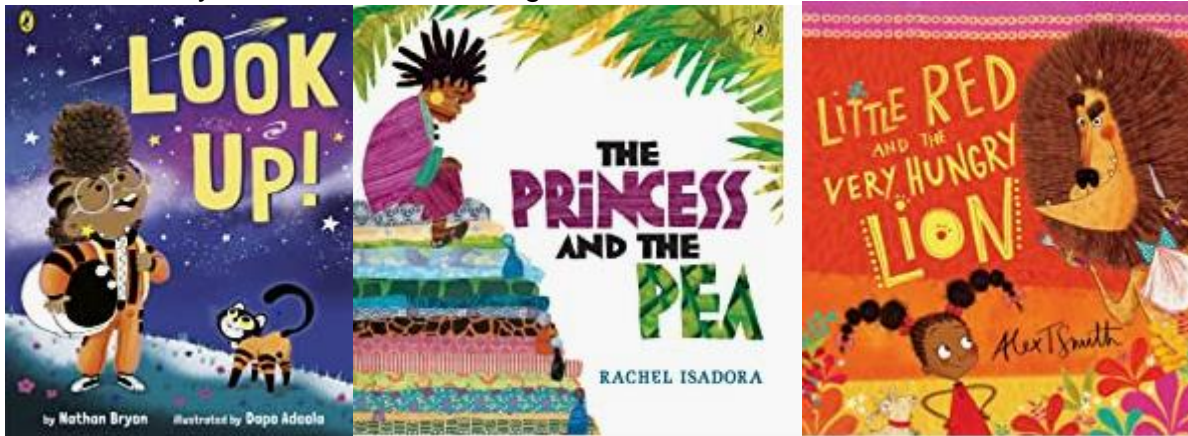
FEEL PROUD OF WHO YOU ARE!







We have adapted our curriculum to teach our children about the challenges people have faced in the past and how they have influenced change:



Our Duty at Walter Infant School and Nursery

Public bodies such as schools have a duty, under the 2010 Equality Act: To ensure we promote equality and equity within our organisation and this statement sets out, how we endeavour to achieve this at Walter Infant School and Nursery. We are committed to ensuring equality and equity of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

We tackle discrimination through the positive promotion of equality and equity, by challenging bullying behaviour and stereotypical behaviour and by creating a Values Based Environment which champions respect for all. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Equality and Equity in Teaching and learning

We endeavour to provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Giving every child a personalised learning journey through our Big Curriculum for Little People, encouraging enjoyment, independence, confidence, imagination and curiosity as well as the skills, knowledge and understanding needed for success.
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Ensuring equality and equity of access for all pupils and preparing them for life in a diverse society.
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Seeking to involve all parent/carers in supporting their child's education.

Equality in Admissions and Exclusions

Our admissions arrangements for FS2-Y2 are managed by Wokingham Borough Council and are fair and transparent. Admission to Nursery is managed by the school in line with our published admission arrangements. We do not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependants, disability, sexual orientation, gender reassignment, age, trade union or political activities, socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

The school has a full and separate 'Anti-Bullying and Equality' Policy which can be viewed in the Policies section of our website or a copy requested from the school office.

Judy Wheeler: Headteacher ~ Walter Infant School and Nursery