

Our School promotes 'Friendship & Learning' underpinned by the Christian values of kindness, perseverance & hope.

Jesus said, "I have come that you may have life; life in all its fullness"
John 10:10.



Crosscrake CE Nursery & Primary Equality Statement of Principle 2025-28

Our General Equality Duty

In October 2010, the Equality Act introduced a Public Sector Duty, which requires the School to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

The Christian values and ethos of the School are central to the promotion of our Equality and Inclusion Policy, as we believe every child and adult is special to God.

Intent

The purpose of this Statement is to guide the Headteacher in policy-making by setting out the Governing Body's commitment to equality and the desire to offer equal opportunity, particularly to the students who come in to the School's care, but also to staff and all those with whom it has any dealings.

Crosscrake CE Nursery & Primary School encourages, celebrates and values the diversity of all our community, and all policies and procedures, shall actively promote equality of opportunity for all students and staff from all social, cultural and economic backgrounds.

The School will ensure that no pupils or staff member are disadvantaged, discriminated against or treated less favourably because of their age, gender (including gender reassignment), race, disability, religion or belief, sexual orientation or due to pregnancy or maternity.

Our School aims to:

- Foster good relationships and create effective partnerships with all sections of the community;
- Ensure that the School's service delivery, commissioning and employment practices will not discriminate unlawfully, either directly or indirectly;
- Provide an environment free from fear and discrimination, where diversity, respect and dignity are valued and celebrated.

All aspects of Safeguarding will be embedded into school life and will remain the responsibility of all members of our School community.

The School shall be improved over time in its design and build, to have provision and accessibility for people with disabilities so that they may be integrated fully into school life, as funding allows.

The Curriculum will be designed so that it may be delivered to provide flexible and equal access to all students whether able or disabled as far as is practicable within a mainstream educational establishment.

The Statement of Principles shall be available on request from the School Office or via the School's website at www.crosscrake.cumbria.co.uk . This Statement of Principles will be reviewed every 3 years, or as necessary.

Our key equality objectives for 2025-2028 are: -

1. To enhance pupils understanding and awareness of a range of social, cultural and faith groups in our community and around the world.
2. To maintain & continually strive to create a safe & purposeful learning environment for all.
3. To reduce the use of prejudiced or derogatory language (intentionally or naively used) in the playground.