



Bessemer Primary School

Equality Aims and Objectives 2022-2025

The Gem Federation aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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.

We will not discriminate against, harass or victimise any pupil, prospective pupil, staff member or other member of the school community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the **uniqueness of individuals**. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by our Vision and Values:

- Academically Ambitious
- Progressive
- Creative and Practical
- Self-aware and Supportive
- Respectful Connected to the community



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Equality Objectives Statement

At Bessemer we have linked our Equality Statements to our Visions and Values

Academically Ambitious

We set ambitious goals and expect our students to attain and maintain the highest academic standards they can. For this reason, we regularly review pupil progress to ensure we know how children are developing, so that where necessary, we can support, encourage or intervene to get the very best from every child.

- **To close the gap between our Pupil Premium and non-Pupil Premium pupils**

Creative and Practical

We actively encourage children to engage in the world around them. Our creative curriculum develops every aspect of the child which includes academic, emotional, social, physical, and cognitive skills. Children are immersed in hands-on, practical learning experiences tailored to their developmental stage.

- **To promote cultural development and understanding through a rich range of experiences both in and beyond the school.**

Respectful

We are considerate of the cultural identity and norms of the students and families we serve. Diversity, equality and inclusion are of great importance to us. We strive to support and educate children and adults to be sensitive to and respectful of diversity and put this into action through a socially aware curriculum and inclusive activities.

- **To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.**