Equality Information and Objectives Policy

O you who believe, uphold justice and bear witness to Allah, even if it is against yourselves, your parents, or your close relatives. Whether the person is rich or poor, Allah can best take care of both. Refrain from following your own desire, so that you can act justly- if you distort or neglect justice, Allah is fully aware of what you do.
Quran 4:135

Approved by:	Governing Board	**Last reviewed:** Autumn 2026-2027
Next review due by:	Autumn 2031	

1. Aims and objectives

And one of His signs is the creation of the heavens and the earth, and the diversity of your languages and colours. Surely in this are signs for those of ˹sound˺ knowledge. *Qur'an (30:22)*

O humanity! Indeed, We created you from a male and a female and made you into peoples and tribes so that you may ˹get to˺ know one another. Surely the most noble of you in the sight of Allah is the most righteous among you. Allah is truly All-Knowing, All-Aware. *Qur'an (49:13)*

An excerpt from the famous farewell sermon of the Prophet Muhammed (Sallallaahu Álayhi Wasallam): 'No Arab holds greater esteem over a non-Arab; nor a black person over a white person; except on the grounds of the one having greater Taqwa (God consciousness) than the other.' *(Tirmidhi)*

Noor ul Islam Primary School seeks to foster warm, welcoming and respectful environments, which allow us to challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence. We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning. We are committed to creating inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

Our school aims to promote respect for difference and diversity in accordance with our values, such as respect, and diversity:

- To eliminate discrimination, harassment and victimisation
- To promote equality of access and opportunity within our school and within our wider community
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.
- To ensure that equality and inclusive practice are embedded across all aspects of school life the Equality Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes1.

2. At Noor Ul Islam Primary School, we do not discriminate against anyone, and this is in line with the Equality Act 2010 and covers both direct and indirect discrimination. The act details characteristics that are protected in law. These are;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Hereafter referred to as 'protected characteristics'.

- We promote the principles of fairness and justice for all through the education that we provide in our school.

- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve. The school is permitted to take account of certain religious considerations in making specified employment decisions which relates to teaching staff to maintain the ethos of this school. Statutory Instruments 2003 No 3108 Education Order, England, has given Noor Ul Islam Primary School the Designation of having a Religious Character.

- We challenge stereotyping and prejudice whenever it occurs.

- We celebrate the cultural diversity of our community and show respect for all minority groups.

- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

3. Anti-racism

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

- Noor Ul Islam Primary School will aim to promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

- Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, the history curriculum gives due emphasis to ancient African traditions and cultures in the work that the children do on the Ancient Egyptians.

- Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

4. Roles and Responsibilities

The governors will:

- ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/carers
- delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- promote knowledge and understanding of the equality objectives among staff and pupils
- monitor success in achieving the objectives and report back to governors
- have "due regard" when making a decision or taking an action to whether it may have particular
- implications for people with particular protected characteristics

The staff will:

- ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- use this policy to guide in designing curriculum and learning
- challenge any incidents of prejudice or racism.

5. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives