



SHREE SWAMINARAYAN
VIDYALAY

EQUALITY OBJECTIVES STATEMENT

Version control

Date of introduction of this policy	November 2021
Revised	October 2024
Date for next review of this policy	September 2025
Policy owner	Vikesh Wagjiani
Policy owner (Proprietors)	Board of Directors

Opening Statement

Shree Swaminarayan Vidyalay ("SSV") aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

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

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Roles and responsibilities

The board 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- 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

We will not discriminate against, harass or victimise any student, prospective student, or other member of the SSV community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief

- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Shree Swaminarayan Vidyalay is committed to not only eliminating discrimination, but also to increase understanding and appreciation for diversity.

Eliminating discrimination

We believe that a greater level of success from students 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 Centre. This environment will be achieved by:

- Staff are regularly reminded of their responsibilities under the Equality Act.
- Being respectful
- Always treating all members of the community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Any challenging or controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, SSV aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities.

Fostering good relations

SSV aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum
- Holding assemblies dealing with relevant issues.

Equality considerations in decision-making

SSV ensures it has due regard to equality considerations whenever significant decisions are made.

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our community as unacceptable. SSV is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm when an incident is reported to us through our reporting procedure.

Our students are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Inclusive
- Aware of what constitutes discriminatory behaviour
- Promoting tolerance, friendship and understand of a range of religions and cultures through different aspects of our curriculum.

The Centre's employees will not:

- Discriminate against any member of the SSV community
- Treat other members of our community unfairly

The Centre's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

Closing statement

Shree Swaminarayan Vidyalay does not tolerate prejudice and we are continuously working towards a more accepting and respectful environment for our community.

Signed on behalf of the Management Committee:

Name: Vikesh Wagjiani

Signature:  Date: 16 September 2023