



"Together in Diversity, United in Respect."

Ashgate Primary School

Ethnic and Racial Equality Statement

At Ashgate Primary School, we are wholeheartedly committed to fostering an inclusive, welcoming, and safe environment where every individual is valued. We recognise and celebrate the rich diversity of our school and the wider community, and we are dedicated to ensuring that equality is actively promoted across all ethnic groups, cultures, and identities, including those of all faiths and none.

Our Commitment to Equality

We believe that education plays a vital role in building a fair and just society. The curriculum and ethos at Ashgate Primary School are designed to ensure that children, staff, families, and the broader community recognise and respect the importance of equality. We actively encourage mutual respect, open dialogue, and deep understanding among all groups.

Addressing Incidents and Behaviour

Ashgate Primary School has an exceptionally strong record of proactively and effectively dealing with any racist or discriminatory incidents. We take a firm and unequivocal stand against prejudice:

- **Zero Tolerance:** Incidents that reflect inequality or discrimination are absolutely not tolerated and will always be swiftly addressed.
- **Rigorous Recording:** The school meticulously records any incidents that do not reflect our high expectations of equality and respect.
- **Targeted Support:** We work closely and collaboratively with individual children, families, and communities to resolve issues, restore relationships, and ensure everyone is treated with the equal and deserved respect they have a right to expect.

Resolution and Accountability

When expectations are not met, Ashgate Primary School takes decisive action to prevent recurrence and foster a culture of learning. We address issues through a combination of:

- **Education:** Helping children and families understand the impact of their words and actions.
- **Training:** Providing staff and the community with the tools to support equality.
- **Sanction:** Applying appropriate and proportionate disciplinary measures where necessary.

Our Core Goal: To ensure that every member of the Ashgate Primary School community feels safe, respected, and empowered to succeed, free from discrimination of any kind.