



Equality Statement

We are committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and well-being outcomes. You can view the policy and action plan here. We are committed to ensuring equality of education and opportunity for all students, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment, and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against students or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. The Act introduced requires all schools to comply with the Public Sector Equality Duty and two specific duties.

Public Sector Equality Duty requires us a school to:

- Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity between different groups
- Foster good relations between different groups

The Two "specific duties" requires us to:

- Publish information to show compliance with the Equality Duty
- Publish Equality Objectives at least every 4 years which are specific and measurable

The action plan and statement demonstrate these two specific duties. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our Equality Statement is based on the principles above and aims to ensure that all students and members of staff of our School family are provided with opportunities to fulfil their potential whatever their sex, race, colour ethnic or national origin, marital status, age, sexual orientation, ability, disability or religious belief.

Equality in Teaching and Learning

We provide all our students with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all students and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping

- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for students to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our students.

The achievement of students will be monitored by race, gender and disability and we will use this data to support students, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability, in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

We do this by:

- Treating all those within the school community (e.g. students, staff, governors, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our school community to develop a positive self-image and high self-esteem by forging positive relationships.
- Having high expectations for everyone involved with the whole school community.
- Promoting mutual respect and valuing each other's similarities and differences and facing equalities issues openly and honestly.
- Monitoring and reviewing all the above to secure continuous improvement in all we do.
- Ensuring all elements of the school curriculum supports the Social, Moral, Spiritual and Cultural development of children and therefore encourages them to respect and value difference and diversity.

Our Equality Objectives are:

- To promote cultural understanding and awareness of different cultures and beliefs.
- To monitor and promote the involvement of all groups of students in the life of the school, including leadership opportunities.
- To ensure personalised progress for all individual and groups of students; especially students eligible for free-school meals, looked after children and students from different heritage groups.
- To further improve accessibility across the school for students, staff and visitors with disabilities, including access through technology and personalisation of curriculum.
- To monitor any use of homophobic, sexist and racist language by students in the school and put in place interventions to ensure this is targeted