



Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school 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 pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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.

Legislation

- We welcome our duty under the Education and Inspections Act 2006 to promote cohesion.
- We welcome our general duty under the Equalities Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.
- We welcome the emphasis in the Ofsted framework on the importance of diminishing differences in achievement which affects, amongst others:
 - Pupils from certain cultural and ethnic backgrounds;
 - Pupils who belong to lower-income households;
 - Pupils who are disabled;
 - Pupils who have special educational needs;
 - Boys in certain subjects, and girls in certain other subjects.

Summary Statement

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where

individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Equality Objectives

- To improve the attendance, provision and outcomes for all children and in particular for those with protected characteristics, in order to diminish any difference in progress and attainment when compared to all other children nationally.
- To improve participation in extra-curricular clubs and activities for all groups of children and particular those with protected characteristics, so that there is greater inclusion and equality.
- To improve the knowledge, understanding and skills of children, staff, parents, careers and governors in equalities issues to ensure that everyone is treated fairly and with respect reducing incidents of bullying.

Particular groups the school is looking to improve the attendance, participation, provision and outcomes for:

- Boys/girls as appropriate to areas of need;
- Disadvantaged children in receipt of free school meals and the pupil premium;
- Children with special educational needs and disabilities
- Children new to the country and those for whom English is not a first language.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Headteacher	Emma Mitchell	Co-Chair of Governors	Mr Wilde and Mrs Hicks
Policy Approved/Written		Sept 2023	
Policy review annually.			
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Policy Reviewed			

