



## EQUALITY STATEMENT

### Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

Publish equality information – to demonstrate compliance with the general duty across its functions – by 6 April 2012

We must not publish any information that can specifically identify any individual child or adult

Prepare and publish equality objectives – by 6 April 2012

To do this we have collected data related to the protected characteristics above and analysed this data to determine our focus for our equality objectives. The data has been assessed across our core provisions as a school. This includes the following functions:

- Admissions
- Attendance
- Attainment

- Exclusions
- Prejudice related incidents

Our objectives detail how we ensure that equality is applied to the services listed above, however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

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.

### Core Statements:

In fulfilling our legal obligations we are guided by seven core statements:

Statement 1: All learners are of equal value.

Statement 2: We recognise, welcome and respect diversity.

Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.

Statement 4: We observe good equalities practice, including staff recruitment, retention and development.

Statement 5: We aim to reduce and remove existing inequalities and barriers.

Statement 6: We consult and involve widely

Statement 7: We strive to ensure that society will benefit.

### Our Ethos/mission

The following mission statement and aims were created by pupils, staff and governors and shared with parents in September 2011.

Our Mission Statement:

**Our mission is to nurture the development of valued and valuable members of the local and world community. By creating a safe, happy and caring environment in which pupils are challenged to explore, create and make decisions, they can actively participate in and become responsible for their own learning.**

In our school we aim to:

- Motivate and challenge children to have a thirst for learning through a wide variety of planned and spontaneous experiences which celebrate creativity and enjoyment in a secure and healthy environment.
- By understanding what our children already know we provide for the needs of each individual and through high quality teaching enable them to achieve high standards.
- Develop thoughtful and responsible young people who know how to persevere when faced with difficulties and accept failure as a learning experience.

- Provide an effective partnership with parents and the community to strive to ensure our children develop respect for themselves, their families and others and approach learning as a tool for life.

### Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

### Responsibility

We believe that promoting Equality is the responsibility of everyone in the school community:

School Community	Responsibility
Governing Body	Monitoring the engagement of engaging the whole school community in identifying and understanding equality barriers and responding and setting of objectives to address these. The Governing Body agrees the Equality Statement and objectives.
Head teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Head as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that they are aware of their responsibility to record and report prejudice related incidents.

School Community	Responsibility
Non Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated</p> <p>Support colleagues within the school community.</p> <p>Ensure that they are aware of their responsibility to record and report prejudice related incidents</p>
Parents	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Support the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and objectives by publishing them on our learning platform and on our website.

### Breaches

Breaches to this statement are dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

### Monitor and Review

Every three years we review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall learning improvement plan and therefore will be reviewed as part of this process.

Date Approved: September 2012

Reviewed: December 2015