



“Bringing out the Best in Everyone”

EQUALITY AND DIVERSITY STATEMENT

The school is required to hold and publish information about how we comply with the Public Sector Equality Duty. This is addressed within our Equality and Diversity Statement below.

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:

- 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)

The Equality Act 2010 requires us to publish information that demonstrates we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

We are an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

CORE STATEMENTS

In fulfilling our legal obligations, we will be guided by five 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.



SCHOOL OBJECTIVES

Our School aims to:

Objective 1: Ensure our pupils are safe, happy and feel proud of the school whilst fostering a secure, nurturing environment which promotes care and respect for everyone

Objective 2: Provide expertise for SEND in a specialist teaching and learning environment with highly trained and committed professional staff

Objective 3: Deliver a relevant, purposeful, and responsive curriculum to maximise pupil achievements, particularly in reading, writing, communication and numeracy.

Objective 4: Offer a personalised learning journey taking into account students' strengths and future aspirations with opportunities to gain qualifications and experiences in a wide variety of skills

Objective 5: Develop students' personal independence, support their behavior, and prepare them for adulthood by building confidence

RESPONSIBILITIES

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

School Community	Responsibility
Governing Board	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. The Governing Board will also agree the Equality Statement and objectives.
Headteacher	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 Headteacher as above. Design an inclusive curriculum. 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. Help in delivering the right outcomes for pupils.
Teaching Staff	Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents. Support the school and the governing board in delivering a fair and equitable service to all stakeholders.
Non-Teaching Staff	Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents	Take an active part in identifying barriers for the school community and in informing the governing board of actions that can be taken to eradicate these. 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.
Pupils	Support the school to achieve the commitment made to tackling inequality.