



Aim of the Policy Statement

Equality Policy Statement

The aim of this Policy Statement is to provide children, parents/carers, and staff with a clear statement about the School's commitment to promoting equality and diversity within the School.

We seek to ensure that the School is one that respects and includes everyone regardless of their sex, gender reassignment, marital status (including civil partnership), sexual orientation, pregnancy or maternity, race, language, ethnic or national origins and nationality (including citizenship); religion, belief, disability and / or medical conditions, age, whether they have dependants, trade union membership status and activity and/ or political views/affiliations.

Definitions

For us "Equality" is about opportunity, access, participation and contribution on a fair and equal footing, and providing a framework for this to happen.

The term "Diversity" acknowledges there are differences between people, and the School values and respects the variety of backgrounds, perspectives, values, and beliefs of its employees.

Public Sector Equality Duty

The Equality Act 2010 ('The Act') places a statutory duty on the School to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics under the Act are:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;

- Sex; and

- Sexual orientation.

The public sector equality duty (PSED) requires schools to prepare and publish equality objectives at least once every four years. The School is committed to ensuring equality of provision throughout the School community, and expects all staff and volunteers to

share this commitment. We work closely with multi agencies and endeavour to support all families. We keep the needs of the child at the centre of all our decision making.

Equality Statement

Our policies and procedures ensure that there is equality of opportunity for all children at the School, that all children are treated equally, and that they are given the support and encouragement to succeed both academically and socially. At the School, all children, parents/carers and staff will be treated with respect and in an inclusive manner. We endeavour to communicate honestly and openly with our community so that barriers to learning can be removed.

To achieve this, our equality objectives are to ensure that:

- all pupils and staff are encouraged and able to achieve their full potential;
- every pupil is helped to develop a sense of personal and cultural identity that is confident and open to change, and receptive and respectful to other identities;
- every pupil is encouraged to develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an independent world; and
- all forms of racism, homophobia and xenophobia are opposed, including those forms that are directed towards religious groups and communities.

Links to other Policies

The School's Equality Policy sets out in further details our commitments, values and objectives in relation to equality and diversity.

The Behaviour at Work and Standards of Conduct for all School Staff Policy sets out how we expect employees to behave toward one another and outlines the framework for addressing issues that are raised.

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1	SENDCo	Policies Governor	25 th Feb 2025	End of Feb 2029