

Policy 10

EQUALITY INFORMATION AND OBJECTIVES STATEMENT FOR PUBLICATION

Ratified by Governors February 2019

Rationale

All pupils, staff and visitors have the right to education without bias or discrimination to any physical, social or emotional characteristic. This is a human right and includes, but is not constrained to, race, religion, disability and gender.

Statement of Intent

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To tackle prejudice and promote understanding in relation to people with disabilities.
- To challenge stereotypes and ensure resources and teaching strategies reflect and value the diversity of pupil's experiences.
- To provide pupils with a comprehensive understanding of people and communities beyond their immediate experience.

Strategies

- Deliver staff induction and training for raising awareness of equality
- Annual review of whole school curriculum
- Adopt good equalities practice with staff recruitment, retention and development

Frequency - Annually
Review date – Spring 2020

Sources:

- Equality Act 2010
- DfE Equality Objectives (2014)