

Equality Statement and Objectives

Equalities Statement

At Grimsdyke School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We ensure that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't.

School Policies

The Governing Body ensures, that in the cycle of policy reviews, that policies and practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality.

In particular the following documents, which are available on our website or from the school, have specific information which is relevant to our provision and equality:

- Inclusion Statement

- Equality Policy
- Accessibility Statement and Plan
- SEN Policy and Information
- Behaviour Policy
- Anti-bullying Policy

Values and Beliefs

Vision, aims and aspirations of the school

Achieving and Learning Together

- We attach great importance to providing a caring, supportive community in which parents, staff and governors can work together in the education of our pupils.
- We encourage our children to enjoy the challenge of learning, through a broad and balanced curriculum, enabling them to develop their individual potential in a secure and caring atmosphere.
- The purpose of the school is to provide a consistently high standard of learning and teaching where achievement is appreciated and success celebrated.
- This will take place within a happy, secure, supportive environment where each child is valued and enabled to develop academically, spiritually, emotionally, physically and socially to his/her full potential.
- We aim for children to develop their understanding of themselves, their community, including a strong focus on British values and the wider world.
- A strong belief in equality of opportunity for all underpins all our policies and practices.
- Strategic direction and development of the school will be provided by the Headteacher working with the governors and the leadership group.

To achieve this :

- The school will expect a high standard of learning and teaching. Monitoring, evaluation and assessment will ensure that this is achieved.
- The ethos of the school will encompass understanding and appreciation of diversity, encouraging the development of confidence, independence and the qualities of good citizenship.
- The school will provide a broad, creative and balanced curriculum to enrich and develop children's learning experiences whilst also offering some memorable experiences.
- Children will be involved in the development of their learning with the active support of parents.
- Pupil Voice will form an integral part of all Strategic Developments within the school.
- Continuing professional development will be encouraged and maximum use will be made of individual expertise to the benefit of the whole school. The aim is to involve staff actively in formulating policy through a collaborative approach.
- The school expects the Governors to become actively involved in the partnership to decide policy and facilitate its implementation.
- The school will encourage an active partnership with parents and the community aiming to fully utilise the potential, expertise and support available.

We are an inclusive 'Rights Respecting School' where pupils, parents, staff, governors, and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that members of our community should:-

- have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment,
- have access to a broad, balanced and challenging curriculum,
- enjoy learning, achieve high standards and reach their potential,
- be taught and supported by highly skilled and motivated staff,
- be valued, respected and treated fairly,
- show tolerance and respect towards others,
- receive praise and encouragement and grow in confidence,
- be responsible for their own learning and behaviour,
- understand the need for good personal relationships and healthy living,
- have access to a full range of extended services including childcare, health and social care, lifelong learning, family learning, study support and an out of hours programme of sports and arts activities,
- be enabled to make a positive contribution to the community and the wider world.

Staff and governors demonstrate our values and commitment to equality by:-

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.

Equality Objectives

- To promote pupils spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.
- To diminish the relatively small differences between students of different genders in writing across the school
- To ensure students with special educational needs make good progress in order to diminish differences in attainment between them and their peers across the school