

The Bawburgh School Equality Statement



Legal Duties

At The Bawburgh 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 principal 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:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity

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 (We will not publish any information that can specifically identify any child)
- Prepare and publish equality objectives

Our Ethos

At The Bawburgh School, our ethos is based around the following values

- Collaboration
- Respect
- Resilience
- Curiosity and
- Above and Beyond

We believe that promoting Equality is a whole school responsibility.

- At The Bawburgh School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.
- We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.
- The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching.
- We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

At The Bawburgh School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

We do this by:

- treating all those within the school community (e.g. pupils, staff, governors, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- encouraging everyone in our school community to gain a positive self-image and high self-esteem.
- having high expectations for everyone involved with the whole school community.
- promoting mutual respect and valuing each other's similarities and differences and facing equalities issues openly and honestly.
- monitoring and reviewing all the above to secure continuous improvement in all we do.

All our policies are Equality Impact assessed (following guidance from NCC). We have attached examples of specific and measurable equality objectives which will be actioned, reviewed and monitored.

Indicate here which protected characteristics are covered by the objective: Race (R) Disability (D), Gender Reassignment, (GR), Sexual Orientation (SO), Age (A), Marriage/Civil Partnership (MP), Religion/Belief (RB), Sex (S), Pregnancy/Maternity (PM)									Planned Outcome	Planned Actions	Timescale	To be Actioned by	Monitored by
R	D	GR	SO	A	MP	RB	S	PM					
x	x	x	x	x	x	x	x	x	All staff are aware of the requirements under the Equality Act and have due regard and awareness to their responsibilities.	Raise awareness at staff meetings and induction	On going	Headteacher	Headteacher/Governors
x	x	x	x	x	x	x	x	x	Governing Body is representative of the community the school serves.	Data Collection as part of Self Evaluation	On going	Governing Body	Chair of Govs
x	x	x	x	x	x	x	x	x	Members of the school community have been made aware of the policy and know of its existence	Publication on the school website School Parliament Other members of community Bulletins	On going	Headteacher	Headteacher/Governors
	x								Pupil Premium and SEND pupils are given support to reach outcomes similar to National Statistics	Planned support using Pupil Premium Funding Liaison with outside agencies for supporting children with disabilities, SEN and medical conditions	On going	Teachers SENCo Headteacher	Headteacher/Governors
x	x	x	x	x	x	x	x	x	Children are given the opportunities to explore differences in diversity in Modern Day Britain	PSHE Parent Cafes GR8 AS UR	On going	Teachers Support staff Headteacher	Headteacher/Governors
x	x	x	x	x	x	x	x	x	Ensuring any aspects of areas covered by this policy are addressed by the school as and when the need arises e.g. disabled parent of new reception child	Establishing and maintaining communication with the school community. Discussion with individuals on a case by case basis	As need arises.	Teachers SENCo Headteacher	Headteacher/Governors