



EQUALITY INFORMATION AND OBJECTIVES (PUBLIC SECTOR EQUALITY DUTY) STATEMENT FOR PUBLICATION.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment, victimisation and other prohibited conduct
- 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:

- age
- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Prepare and publish equality objectives which we will review every 4 years
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions

- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any group, we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Vision

"Together we can...
Soar on wings like eagles,
Run and not grow weary,
Walk and not be faint."

Isaiah 40:31

Here at Coombe Bissett, we believe that each and every child is unique and special. It is our aim to enable each and every child:

- to flourish into and to be recognised as, a unique and special individual,
- to have the knowledge, skills and characteristics to equip them for their time in the world
- to feel dignity about themselves, have self-confidence, and to know how to manage their wellbeing
- to have the courage to stand up for what is right and make a positive difference to others and the world
- to know that they are loved and cherished within a caring Christian environment.

Put simply... FLY HIGH, RUN WITH JOY, WALK TALL... AND TOGETHER WE CAN CHANGE THE WORLD

Our Equality Objectives

EQUALITY IN TEACHING AND LEARNING-

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

EQUALITY IN ADMISSIONS

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

EQUAL OPPORTUNITIES FOR STAFF

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

Reviewed: April 2023
Ratified by FGB: May 2023
To be Reviewed: May 2027