

**VALENTINES HIGH SCHOOL**

**SCHOOL EQUALITY STATEMENT**

**October 2018**

To be reviewed by the Curriculum Committee January 2020

## Valentines High School Equality Statement

### **Our school and Equality Act 2010**

Valentines High School seeks to promote equality and we celebrate the diversity within our community. We welcome the public sector equality duty as set out in The Equality Act 2010 which outlines the three aims of the general duty to have due regard for Equality:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic\* and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

\*Protected characteristics:

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

We believe the Equality Act provides a framework to support our commitment to valuing diversity and inclusion, tackling discrimination and promoting good relationships. It also reinforces our determination to tackle issues of disadvantage and underachievement across all groups. It supports our school ethos of 'In Harmony, Achieving Excellence'.

### **Key Principles**

- All learners are of equal value
- Everyone is treated with fairness and respect
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination for any reason
- The school is a safe and secure environment for everyone
- We aim to remove inequalities and barriers where they may exist
- We have high expectations for all
- We have good equalities practice in recruitment, retention and development

In order to eliminate discrimination, harassment and victimisation:

- We keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and staff
- We have a school behaviour policies outlining our expectations for staff and pupils in their interactions with each other, including our approach to bullying and prejudice

- We deal promptly and effectively with all incidents and complaints of bullying and harassment
- We maintain a record of incidents and notify those affected of the action taken
- We provide training to staff in relation to dealing with bullying and harassment incidents
- We have SEND and disability policies outlining the provision made for pupils with special educational needs
- Our complaints policy sets out the procedures through which we deal with any complaints
- We observe the principles of equal opportunity and non-discrimination in our employment practices and pay due regard to safeguarding in our recruitment procedures

### **Equality Objectives 18-19**

To monitor and analyse pupil achievement across all groups including PP, LAC, SEN, race, gender and disability and act upon any trends or patterns in the data which indicate additional action is needed for pupils so that gaps can be eliminated

To review levels of parental and pupil engagement in learning and school life across all activities to ensure equity and fairness in access and engagement

To ensure that cultural events, activities, student leadership opportunities and displays increase awareness and understanding of equality and diversity

Reduce incidents of poor behaviour or discrimination arising from prejudiced ideas, including use of racist or homophobic language across the school

Promote and uphold equal working conditions for all staff

### **Review of Progress**

We will annually review the actions we have taken and the progress made towards achieving our equality objectives.