



Equality Duty Statement

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Public Sector Equality Duty (April 2011) requires us to have due regard to the need to:

- Eliminate discriminatory behaviour.
- Advance equality of opportunity.
- Foster good relations between people from different equality groups.

This is called the Public Sector Duty (April 2011) and its purpose is to promote equality for all. In brief, this means that as a school we must consciously think about these three aims as part of our decision-making processes and pay due regard to equality issues within all our key policies, planning and performance management.

As an equal opportunity employer, we are committed to providing a working environment where all are treated with dignity and respect. We will ensure that the school adheres to equal opportunities employment practices and does not discriminate against employees or prospective employees on the grounds of these protected characteristics.

We are committed to equality of opportunity and to the promotion of good relations between all people, respecting their age, disability, gender, race, religion, gender identity, and sexual orientation.

In order to achieve this, we will:

- Develop the values, attitudes, and skills necessary to respect diversity and difference.
- Recognise and celebrate the skills and talents of all children and young people and help them to participate fully in society and to realise their unique potential.
- Create an open and welcoming environment, in which all members of the community are valued and empowered to take responsibility and make a positive contribution.





- Show zero tolerance towards inappropriate language or behaviour and challenge all forms of prejudice and discrimination, including racism, disability, islamaphobia, homophobia, biphobia, transphobia, anti-Semitism, sexism, and ageism.
- Consult and involve children in decision making.
- Have systems in place for checking that we are treating everyone fairly.

