



The Craylands School

Equality information and objectives

Vision Statement

Our vision is one of a learning environment where all members of the school, and the wider community, work together to enable each child to achieve their full potential as unique individuals and develop an enthusiasm for life-long learning.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act requires all schools to comply with the Public Sector Equality Duty and two specific duties;

The Public Sector Equality Duty

This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The Crayland School's priorities for ensuring equality are:

- To ensure that no student is disadvantaged or discriminated against due to their race, religion, personal beliefs, disability, background or sexual orientation
- To promote positive values as articulated in our Vision statement
- To increase participation in school and public life
- To identify and work to remove known barriers to successful learning that our students face on a daily basis, ensuring they make progress in their learning commensurate with their potential.

We will achieve this by:

- Ensuring equality of access for all students to a broad and balanced curriculum, removing barriers to participation/learning as necessary.



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- Using a range of teaching strategies that ensures we meet the needs of all students
- Remaining alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- Providing opportunities for students to appreciate their own culture and celebrate the diversity of other cultures through our curriculum, whole school events (e.g. assemblies) and enrichment activities including the arts.
- Providing questionnaires for students, staff, parents and stakeholders. We then analyse responses which, as appropriate, can lead to the identification of development priorities.
- Collecting data and monitoring progress and outcomes of different groups of pupils. We use this data to support school improvement. We publish to staff an analysis of standards reached by different groups at the end of each term.

Two “specific duties”

This requires us to:

- Publish information to show compliance with the Equality Duty
- Publish equality objectives at least every 4 years which are specific and measurable

Staff at The Craylands School will:

- Promote an inclusive and collaborative ethos
- Challenge prejudice and discrimination
- Deal fairly and professionally with any prejudice -related incidents that may occur
- Plan and deliver lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability
- Maintain the highest expectations of success for all students
- Support different groups of students in their class through differentiated planning and teaching, especially those who may find aspects of academic learning difficult
- Personify and Promote our inclusive vision statement at all times.



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Safeguarding, Equality and Equal Opportunities Statement

The Craylands School, and all policies and procedures, will promote equality of opportunity for all students and staff from all social, cultural and economic backgrounds. The school will ensure that no student or staff member is disadvantaged, discriminated against or treated less favourably because of their gender (including gender reassignment), race, disability, religion or belief, sexual orientation or due to pregnancy or maternity.

The Craylands School aims to;

- Foster good relationships and create effective partnerships with all sections of the community
- Ensure that the school's service delivery, commissioning and employment practices will not discriminate unlawfully, either directly or indirectly
- Provide an environment free from fear and discrimination, where diversity, respect and dignity are valued and celebrated

All aspects of Safeguarding will be embedded into school life and will remain the responsibility of all members of our school community.

Policy reviewed: May 2016

Next review due: May 2020

Signed.....

Date.....