



**Greenvale School
Equality Act Statement
Signed March 2023
Review February 2027**

Principles

At Greenvale School, we are committed to ensuring equality of opportunity for all students, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age 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 ability to participate fully in school life.

We recognise that the public sector equality duty has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The Leadership Team and Governors at Greenvale School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.)

The ethos of our school clearly reflects our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability. We aim to provide the highest possible education for all at Greenvale School, with a focus:

- To promote spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular reference to issues of equality and diversity
- To ensure that there are sufficient opportunities within the curriculum to address equality issues
- To ensure that all students make progress, including vulnerable groups
- To promote the fundamental British values of Democracy, the Rule of Law, Individual Liberty and Mutual Respect, and Tolerance of those of different faiths and beliefs

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

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

Therefore:

- We do our best to ensure that everyone is treated fairly and with respect
- We make sure the school is a safe, secure and stimulating place for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all in exactly the same way
- We recognise that for some students extra support and different approaches are needed to help them to achieve and be successful

- We do our best to make sure that people from different groups are consulted and involved in our decisions, for example through talking with students and parents and carers and through our School Council

Legislation

- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion
- Under the Equality Act 2010 we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations
- Similarly in accordance with the Equality Act 2010 we aim to make sure that no-one experiences less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation
- We welcome the general principles of the United Nations Convention on the Rights of the Child (UNCRC) and accordingly have regard in particular for the needs of children and young people who are disadvantaged and vulnerable, and their parents and carers.

Equality in Teaching and Learning

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

- Ensuring equality of access for all students 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 students 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 students.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, sexual orientation, 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.

The school has a full and separate **Single Equalities Policy**. Please consult this for further details if required.

GREENVALE EQUALITY OBJECTIVES 2022-2025

- To promote understanding and appreciation of diversity, including celebrating what we all have in common, and promoting respect for all the different protected characteristics as defined in the Equality Act 2010.
- To ensure equal access to high-quality education for all learners
- All students achieve and make progress regardless of their learning difficulty.
- Addressing unconscious bias through training and wider reading for staff and students
- Formally gathering the views of our student and staff community and acting on recommendations where possible
- Decolonising and diversifying aspects of the curriculum and increasing the promotion of Black history and culture
- Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the April 2024

Equality objectives will be reviewed yearly.

Signed

Dated