

# EQUALITY STATEMENT

## Equality Statement

We are committed to the development of cohesive communities within our school and across our local, national and global environments. We embrace the aim of working together with others to improve children's educational outcomes, personal development and well-being. We believe that every child should feel valued, included and supported to achieve their full potential, regardless of their background or individual circumstances.

**You can view our Equality Policy and Equality Action Plan [here](#).**

## Equality Act 2010

The Equality Act 2010 protects individuals from discrimination, harassment and victimisation on the grounds of protected characteristics. These include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Schools must comply with the **Public Sector Equality Duty (PSED)**, which requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## The Specific Duties

To support compliance with the Public Sector Equality Duty, schools are required to:

- Publish information demonstrating how they comply with the Equality Duty.
- Publish measurable equality objectives at least every four years.

Our Equality Statement, Equality Objectives and associated action plan demonstrate our commitment to meeting these requirements and ensuring that equality is embedded in the life of our school.

We recognise that these duties reflect wider human rights principles, including those expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities and the Human Rights Act 1998.

## Our Commitment to Equality

Our Equality Statement is based on the principles above and aims to ensure that all pupils, staff and members of our school community are treated with dignity, fairness and respect.

We are committed to removing barriers to learning, promoting inclusion and ensuring that all pupils have equitable opportunities to succeed. We recognise that equality does not always mean treating everyone identically; some pupils may require additional support or different approaches to achieve equitable outcomes.

We regularly review school data to identify differences in achievement and progress between groups of pupils. We use this information to inform our priorities, teaching approaches and support, ensuring that all pupils are encouraged and enabled to fulfil their potential.

## **Our Equality Objectives**

Following a review of our pupil attainment data, we have identified gender differences in reading, writing and mathematics. Our equality objectives aim to address these differences and promote equitable outcomes for all pupils.

### **Equality Objective 1: Narrow the gender attainment gap in reading and writing**

We aim to reduce the attainment gap between boys and girls in reading and writing by accelerating progress for boys through high-quality teaching, targeted support, the development of vocabulary and comprehension, and opportunities to develop confidence and engagement in reading and writing.

We will monitor attainment and progress regularly to evaluate the impact of our provision and ensure that all pupils continue to make progress.

### **Equality Objective 2: Narrow the gender attainment gap in mathematics**

We aim to reduce the attainment gap between girls and boys in mathematics by supporting girls to develop their mathematical confidence, fluency, reasoning and problem-solving skills. Through high-quality teaching and appropriate targeted support, we will promote positive attitudes towards mathematics and ensure that girls have equitable opportunities to achieve their full potential.

We will review attainment and progress regularly to assess the impact of our actions and inform future provision.

These objectives will be supported by our Equality Action Plan, which will identify appropriate actions, responsibilities, timescales and measures of success. Progress will be reviewed regularly to ensure that our work has a positive impact on pupils' experiences and outcomes.

## **Accessibility Plan**

We are committed to ensuring that our school is accessible and inclusive for all pupils, staff, parents and visitors. Our Accessibility Plan sets out how we will improve access to the curriculum, the physical environment and information for disabled pupils.

**Please [click here](#) to view our Accessibility Plan.**