



# Equality & Diversity Statement

Date Created: May 2023

Date of Governor Approval: June 2024

Date of next review: June 2025

Senior Leader: G Evans

Great Sankey High School

## **Equality Statement**

Statement in relation to the Equality Act 2010

Great Sankey High School is committed to promoting equality and valuing diversity for all of its staff and pupils, upholding the right of all staff and pupils to be treated fairly and to be judged on merit and competence alone. In addition, Great Sankey High School will meet its statutory equality duties in relation to the protected characteristics of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

To fulfill its commitments Great Sankey High School will:

- take account of and adhere to all relevant legislation and statutory guidance including without limit the provisions of the Equality Act 2010;
- adopt equality and diversity policies which will be regularly reviewed and updated and which will be freely available to pupils, staff and parents;
- establish performance standards, targets and indicators to monitor the effectiveness of the implementation of its equality and diversity policies;
- value diversity and seek to use all of its staff and pupils' talents to the full;
- respect cultural differences and promote an environment of cultural awareness;
- expect all employees and pupils to behave with respect towards other individuals regardless of age, colour, disability, gender, marital status, nationality, national or ethnic origin, religious belief, pregnancy, maternity, sexual orientation or social class;
- encourage employees to report all types of unfair or discriminatory practices, including hate incidents;
- promote equality of opportunity in employment; provide access to training to ensure that all employees are aware of their rights and duties under equality legislation;
- work towards removing unlawful discrimination and any barriers to access and participation in all that Great Sankey High School has to offer.
- promote personalised learning which takes staffs' aspirations, experience and needs into account and work together to eliminate any variation of expectation for any groups/individuals within Great Sankey High School;
- implement reasonable adjustments to ensure equal access for all members of our working and learning community;
- seek to fully integrate its commitment to equality and diversity into its ethos and strategy.