




Equality and Diversity Statement

Moat Community College

| | |
|--|--------------------------------------|
| Approved by:  Brian Killeen, Principal | Date: 12 th February 2024 |
| Last reviewed: | |
| Next review due by: 11th February 2026 | |

Equality and Diversity Statement

The general duties under the Equality Act 2010 require schools to eliminate discrimination, advance equality of opportunity and foster good relations.

We recognise our responsibilities as an employer and will ensure compliance with the Equality Act in regard to the range of functions associated with being an employer.

We recognise our responsibilities as a school to educate our students to understand their responsibilities around diversity and to promote equal opportunities.

To fulfil these duties, we will collect data related to the protected characteristics and use this to inform all areas of the college's work.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

We recognise and respect difference:

This is fundamental to our college values; Kindness, Respect, Honesty, Responsibility and Learning Excellence

Our policies, procedures and practices must take account of the Protected Characteristics. We promote understanding, tolerance and respect for all these characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We foster positive attitudes and relationships

- All of the college's work should promote good relations within the college and in the community.
- There should be zero tolerance to prejudice related incidents of any sort.
- The college ensures that the Protected Characteristics are very visible within the curriculum. The college recognises its responsibility to teach our students about the characteristics.

We observe good equality practice in staff recruitment, retention and development

- Our policies and procedures should benefit all employees and potential employees and not create barriers to access for certain groups.

We aim to reduce/remove inequalities and barriers that may exist

- We should regularly assess and amend our accessibility policy if necessary to enable fair access for all

We should consult widely and often

- When new policies/changes in practice are introduced and may impact on protracted groups, the college should ensure everyone is consulted in order to minimise any negative impact on certain groups of stakeholders.

Our work should benefit society as a whole

- We should always bear in mind that the college is part of a wider community and we should foster attitudes and practices that lead to greater social cohesion.

Responsibilities

The **Governing Body** is responsible for ensuring that that the college complies with this legislation.

The **Principal** is responsible for its implementation, ensuring that all staff are aware of their responsibilities and are given appropriate training and support: and for taking appropriate action in any cases of unlawful discrimination.

All staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- dealing with any prejudice related incidents that occur
- planning and delivering a curriculum that reflect these principles
- supporting students in their class for who are EAL or SEND in regard to diversity and equality
- respecting all of the groups covered by the Protected Characteristics
- model positive attitudes and respect towards equality and diversity