



## The Acorns School Equality Statement September 2023

As a school we welcome our duties under the Equality Act 2010.

The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to: Publish equality information – to demonstrate compliance with the general duty across its functions. We will not publish any information that can specifically identify any individual child or adult. Prepare and publish equality objectives.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives.

The data will be assessed across our core provisions as a school.

This will include the following functions:

- ♣ admissions
- ♣ attendance

♣ attainment

♣ exclusions

♣ prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. 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.

#### Core Statements:

In fulfilling our legal obligations, we will be guided by our core statements:

Statement 1: All learners are of equal value.

Statement 2: We recognise, welcome and respect diversity.

Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.

Statement 4: We observe good equalities practice, including staff recruitment, retention and development.

Statement 5: We aim to reduce and remove existing inequalities and barriers.

#### Our vision:

- We strive to nurture and cultivate self-esteem and confidence by creating an environment focused on challenge, engagement, support, achievement and learning in all its forms
- Students respect themselves and each other by valuing the talents of individuals and celebrating their differences
- Committed and professional staff will provide the best teaching whilst ensuring learning is fun and challenging, and meets the need of the individual students.
- We provide strong pastoral care with opportunities for partnership with parents and carers to ensure a high level of support, both emotionally and educationally.
- Strong partnerships with other agencies ensure that a multi-disciplinary approach is firmly in place and provides the best services to our young people and their families.
- Students reach their full potential and leave our school feeling confident and worthwhile, and with the skills to succeed in an adult world taking advantage of life's opportunities.
- We have a positive ethos with a culture of mutual respect. Responsibility:

We believe that promoting Equality is the responsibility of everyone in the school community: School Community Responsibility Governing Body Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.

The Governing Body will also agree the Equality Statement and objectives. Headteacher / SLT As above including: Promoting key messages to staff, parents and pupils about equality and what is

expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. Teaching Staff Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.

Design and deliver an inclusive curriculum.

Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Support Staff Support the school and the Governing Body in delivering a fair and equitable service to all stakeholders.

Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.

Support colleagues within the school community.

Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Parents/Carers Take an active part in identifying barriers for the school community and in informing the Governing Body of actions that can be taken to eradicate these.

Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

Students Support the school to achieve the commitment made to tackling inequality.

Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.

We will ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and objectives by publishing them on the school's website.

Breaches: Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

Monitor and Review: Every year, we will review our objectives.

Reviewed – February 2022

Next Review Date: January 2023

Reviewed – September 2023