



## **Equalities Statement**

Reviewed: Nov 2021

Reviewed by: Jane Rosser and Joanne Stewart (Governors Sandy Greenham and Sally Roy)

Next Review Due: Nov 2023

Minuted and adopted by FGB 29/11/21

**This statement has been written to reflect the school mission statement “Discovering, Learning, Believing Together”.**

There are a number of statutory duties that must be met by our school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010. We are committed to meeting our public sector duties and welcome the following statutory duties to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes of difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The leadership team and Governors regularly review the progress we are making to meet our equality objectives with regards to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief) under the Equality Act 2010.

## **Equality Objectives 2021-2025**

At High Ham we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, sexual orientation, religion or socioeconomic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives for the short term and longer-term strategic priorities are referenced in the Governance Strategic plan.

- To promote understanding and respect for differences. For example, raise the profile in anti-bullying week Nov 2021.
- To narrow the attendance gap for Pupil Premium and Free School Meals (FSM) children and continue to review and support attendance for all other groups so that they are over 95%.
- To review the Behaviour Policy, to ensure it considers the needs of all.
- To continue to monitor and analyse pupil achievement by race, gender, socio-economic background, as well as Special Educational Needs and Disabilities (SEND) and act upon any trends or patterns, to ensure quick and effective support is given, so that those trends are in line with peers across the school.
- To ensure our taught curriculum (in and out of school) promotes and delivers on equality of opportunity and that it promotes a diverse and positive learning experience.