



# Fox Wood School - Equality Statement and Objectives

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## Equality within Fox Wood

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school community. It is unlawful for us to discriminate against anyone by their protected characteristics:

- age.
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex

For our school, this means not simply treating everybody the same, we need to understand and actively tackle the different barriers which could lead to unequal outcomes for different members of our school community.

School follows obligations set out under the Public Sector Equality Duty (PSED). As such, we have due regard to matters of equality and access, both on a day-to-day level and during the process of developing policies, making decisions and taking action, by considering whether these may have implications for people with particular protected characteristics.

Our aim is to nurture the development of a community in which diversity is accepted, respected, valued and celebrated.

We are committed to challenge and eliminate any behaviour that is judged to be discriminatory in any guise - whether written, verbal or physical, including emotional abuse, bullying and harassment.

Every effort is made to ensure that all members of the school community are valued and have the opportunity to develop their full potential, socially, physically, emotionally, spiritually and intellectually, within a context of mutual respect, justice and fairness.

While an inclusive approach to assessment is desirable where this is both feasible and valuable, it is equally true that the fairest and most positive way to provide for some people is to use a different approach. For learners, this might entail using different teaching approaches or equipment, whilst for adults it might entail making reasonable adjustments to their working conditions.

In general terms:



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we aim to ensure that all pupils:

- are helped to understand and accept the idea of equality, both through the ethos and practices of the school and through the curriculum
- are helped to access every area of the curriculum
- have access to appropriate resources, in order to help them make progress
- have access to an appropriate amount of staff time and a tailored mix of teaching and learning styles

we aim to ensure that all staff, in relation to pupils:

- encourage, and model, respect for all members of the school community and the local community
- provide appropriately differentiated learning opportunities
- use language/communication systems that are understood by all pupils
- administer sanctions and rewards without bias
- create an environment in which all pupils are given positive encouragement to succeed

we aim to ensure that all staff:

- encourage, and model, respect for all members of the school community and the local community
- are able to access relevant training opportunities
- have access to our systems of internal communications
- and potential staff encounter recruitment procedures that ensure equality of opportunity

we aim to ensure that all members of the school community:

- show respect for all other members of the school community and the local community
- have access to relevant and understandable information, including those in an alternative format where requested
- are given opportunities to use amenities and resources without prejudice
- are aware of their responsibilities in implementing this policy

### **Practice**

We seek to enact the above beliefs and principles, for the benefit of our learners, our members of staff and prospective members of staff, and our learners' Parents and Carers through:

- the school ethos



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- the curriculum
- school organisation and provision
- day-to-day procedures
- the school's physical environment

### **Responsibilities, monitoring and evaluation**

- Equality at Fox Wood School is the responsibility of every member of the school community - each member of the school community will be briefed on their responsibilities, and will be personally responsible for their own actions
- However, ultimate responsibility for compliance with Equality Act 2010 and Worker Protection Act 2023 lies with the Governing Body. As such, consideration of issues of equality will be included in all discussions leading to policy decisions made by the Governing Body, and these will be minuted by the Clerk
- The Head Teacher will accept day-to-day responsibility for the promotion and maintenance of Equality practices, and report to the Governing Body at least annually, although the Governing Body may request a review at any time
- Pupil progress will be monitored as an ongoing process in line with the school's Assessment, Recording and Reporting Policy - and analysed to consider whether any individual learners or groups of learners are being disadvantaged in any way
- We will adhere to Local Authority policy in all matters to do with Equality, and update this Statement of Equality when the need arises, or when new legislation is introduced
- Equality Objectives will be set and reviewed

### **Equality objectives**

1. All pupils to take part in school equality and diversity days set within the school year planner.
2. To promote mutual respect and understanding for others beliefs, when taking part in collective worship sessions.