

# Equality Statement

## Our Commitment

At New Woodlands School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At New Woodlands School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

In conjunction with this Equality statement please read the School Accessibility plan

## Equality Objectives

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement through Equality Objectives 2018- 2022. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Ensure all Staff and Governors have had Equality and Diversity training to the appropriate level.
- Using materials and resources that reflect the diversity of the school, population and local community without stereotyping
- Reduce reported incident of discriminatory behaviour across the school by 10%
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve our community in supporting education
- Utilising teaching approaches appropriate for the school population which are inclusive and reflective of our pupils.

## Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

## Equal Opportunities for Staff

All staff appointments and promotions are made based on merit and ability and in compliance with the law.



The school has a full and separate Disability and Equality Policy which complies with current Legislation and Guidance. Please consult this for further details.

## The Public Sector Equality Duty

The equality duty means we need to have due regards:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favorably than others.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

New Woodlands School have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.



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- Using materials and resources that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge discriminatory behaviour or prejudice
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# Specific duties and public authorities

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 there are three specific duties: to publish equality information, to publish equality objectives and to publish gender pay gap information.

## The Equalities Act

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

More information on the act can be found at:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

