

Nine Mile Ride Primary Document: **Equality Statement**

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Next review:	November 2021

Changes History:

Version	Date	Amended by:	Substantive changes:	Purpose
1.0	November 2012	Headteacher	Incorporated changes suggested by WBC model policy except were more applicable to a Secondary environment and also in relation to sharing information.	
1.1	November 2013	Headteacher	Changes related to overall school characteristics	
1.2	November 2014	Headteacher	Changes related to overall school characteristics	
1.3	November 2015	Headteacher	Changes related to overall school characteristics	
1.4	November 2016	Headteacher	Changes related to overall school characteristics	
1.5	November 2017	Headteacher	Changes related to overall school characteristics	
1.6	November 2018	Headteacher	Changes related to overall school characteristics	
1.7	November 2019	Headteacher	Review to ensure still relevant Changes to dates	
1.8	September 2020	Headteacher	Amend objectives to take into account updated strategy	

Our vision for Equality:

At Nine Mile Ride School, we are committed to equality of opportunity in line with the Equality Act of October 2010 and are committed to:

- Eliminate discrimination, harassment and victimisation on the basis of any of the protected characteristics;
- Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

This commitment applies to our work in the classroom; our pupil support systems; our recruitment and retention of staff and our work in the local and wider community.

We promote the principles and practices of equality and justice throughout the school and we aim to be a school where everyone:

- is respected and respects others;
- Takes part in the life of the school;
- Achieves to their potential;
- Develops skills essential to life;
- Exercises choice;
- Celebrates cultural diversity.

As an employer we will not discriminate on any of the following:

- Age;
- Disability;
- Gender re-assignment;
- Race;
- Religion and belief;
- Sex;
- Sexual orientation;
- Marriage and civil partnership.

Nor as a school or employer will we accept any of the following:

- Direct discrimination;
- Indirect discrimination;
- Associative discrimination;
- Harassment;
- Harassment by a third party;
- Victimisation.

As a school, we take our responsibilities under the Act very seriously. When writing and reviewing policies and School Development Plan and in our performance management process, we consider and have due regard to our responsibilities.

The school will tackle three issues relating to equality through our Three-Year Strategic Plan:

School Equality Objectives 2020-2023

1. To have consistently high expectations of what each child can achieve, including the most able and the most disadvantaged;
2. To identify learners who are falling behind in their learning or who need additional support, enabling children and learners to make good progress and achieve well;
3. To maximise the skills and talents of pupils and staff so that they are equipped and empowered to thrive in a multi-cultural and rapidly changing world.