



Public Sector Equality Duty Statement

Public bodies such as schools have a duty, under the 2010 Equality Act, to ensure they promote equality within their organisation, and this statement sets out how we endeavour to achieve this at Cox Green School. We believe that the right of every single person to be treated with equal dignity and compassion alongside equal legal protection is fundamental to the ethos that underpins everything we do in school.

We welcome our duties under the Equality Act 2010. The Equality Act makes explicit our responsibility to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We will not discriminate against, harass or victimise any pupil, prospective pupil or other member of the school community because of their:

- Sex;
- Disability;
- Age;
- Race;
- Religion or belief;
- Sexual orientation;
- Gender reassignment;
- Pregnancy or maternity;
- Marriage and civil partnership.

Central to a commitment to fulfil this responsibility is a recognition that all groups with protected characteristics fall within the compass of the human race as a whole, and who by definition therefore have equal status and equal rights.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to Eradicate Discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful and emphasising the importance of kindness as one of our core values;
- The development of our Unity Programme for staff and students that has a specific focus on reducing discrimination;



- Promoting an understanding of diversity through the development of student groups that promote diversity, such as Unity & Qmmunity;
- Always treating all members of the school community fairly;
- Developing an understanding of diversity and the benefits it can have;
- Adopting an inclusive attitude;
- Adopting an inclusive curriculum that is accessible to all.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts with their own beliefs.

Dealing with Prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school seriously. When an incident is reported, through our thorough reporting procedure, our school is committed to ensuring appropriate action is taken and a resolution is put into place using a restorative approach.

Our pupils are taught to be:

- Understanding of others;
- Celebratory of cultural diversity;
- Eager to reach their full potential;
- Inclusive;
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community;
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality;
- Encourage and adopt an inclusive attitude;
- Lead by example.

Equality and Dignity in the Workplace

We do not discriminate against staff with regard to their:

- Age;
- Disability;
- Gender reassignment;
- Marital or civil partner status;
- Pregnancy or maternity;



- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

Equality of opportunity and non-discrimination extend to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. Any redundancy processes will also be non-prejudicial.

Objectives

Our equality objectives are based on the principles of human rights and human dignity, and can be summarised as follows:

- To ensure that the school retains a culture of advancing equality both in its policies and its practices;
- To develop the student's understanding of, and commitment to, the promotion of equality and the elimination of discriminatory practices and beliefs;
- To deepen an understanding among all students and staff of the strengths and needs of all protected characteristic groups;
- To continue to seek ways in which the culture, policies and practices within the school can be further improved to advance equality and to eliminate discrimination;
- To celebrate the rich variety of individual and group characteristics which constitute our school community, as well as the wider world.

Principles into Practice

The following list covers some of the main ways in which we seek to implement our moral and legal responsibilities to ensure equality within school, both as an employer and provider of education. We believe that equal opportunities is an unquestionable principle, and these elements taken together are the basis on which we seek to demonstrate and promote this principle.

- The Board of Trustees' review of policies will always take into account relevant equal opportunity implications. Where relevant, the details of equal opportunity considerations will be specifically identified.
- We regularly analyse the progress and attainment of all students in the school, including the progress and attainment of specific pupil groups. Where we identify significant variations between the students who share a protected characteristic and students in the school generally, we then explore the reasons behind this.
- All aspects of the curriculum are open to all students, and we will accommodate any particular needs of a student or group of students.
- We model the British values of respect and tolerance to all people, irrespective of characteristics, and we consider it our moral duty to promote and develop this understanding in the students themselves. We will work with our students to strengthen their understanding of why any behaviours or language have not been appropriate.



- We promote a culture in which students feel comfortable sharing concerns and worries with adults in school. Although worries can affect all students, those in protected characteristic groups can face greater barriers than their peers do.
- We seek to promote a culture in the school that recognises the needs of staff members, whether this is in terms of emotional support, time to attend religious events or medical appointments, or requests for changes in working arrangements.
- We also promote a culture in which parents feel comfortable approaching the school with concerns or difficulties, which again can sometimes be linked to their membership of a protected characteristic group.
- As an employer, we comply with our Equality and Diversity Policy in all recruitment processes.
- We are committed to the implementation of the national living wage.

Cox Green School continuously works towards a more accepting and respectful environment for our school community.

The school's Staff Equity, Diversity and Inclusion Policy further outlines the school's policy regarding equality.