



## Equality Statement

ADOPTED :

DATE OF LAST REVIEW :

REVIEWED BY :

DATE OF NEXT REVIEW :

1<sup>st</sup> November 2021

Governing Body / Executive Head Teacher

1<sup>st</sup> November 2025

### OUR VISION FOR EQUALITY

At Gorse Ride Schools, we are committed to equality of opportunity in line with the Equality Act of October 2010. We shall endeavour to make a positive contribution to society by demonstrating qualities such as respect, co-operation and valuing differences while celebrating cultural diversity. 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.

### OUR PRINCIPLES

At Gorse Ride Schools, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us. We promote the principles and practices of equality and justice throughout the school by ensuring 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

- gender reassignment
- race
- religion and belief
- sexual orientation
- marriage and civil partnership
- maternity and pregnancy
- social economic background

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

- direct or indirect discrimination
- associative discrimination
- harassment
- harassment by a third party
- victimisation

## **EQUALITY IN TEACHING AND LEARNING**

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We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- To have consistently high expectations of what each child can achieve, including the most able and the most disadvantaged.
- To identify learners who are falling behind in their learning or who need additional support, enabling children to make good progress and achieve well
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils
- To maximise the skills and talents of pupils and staff so that they are confident, respectful and caring citizens in a multi-cultural and rapidly changing world.

## **EQUALITY IN ADMISSIONS AND EXCLUSIONS**

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- 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.

## **EQUALITY OPPORTUNITIES FOR STAFF**

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- All staff appointments and promotions are made on the basis of merit and ability, in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

## **RELATED POLICIES**

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- Anti-Bullying
- Equality
- SEND
- Recruitment
- Behaviour
- Religious Education
- Pupil Premium Strategy