



Statement of Equality Objectives

At Haydon Abbey School and PreSchool we are committed to ensuring that all our pupils achieve their full potential and recognise those who have protected characteristics. We are also committed to tackling any inequalities related to race, gender and disability that may impede children's progress or well-being. As such we welcome our duty under the Single Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and foster good relations.

Our objective:

We aim to be an inclusive school and engage with all our children and stakeholders through our shared vision.

Our school is committed to equality both as an employer and a service-provider:

- ❖ We ensure that everyone is treated fairly and with respect.
- ❖ Our school is a safe, secure and stimulating place for everyone.
- ❖ We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- ❖ We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- ❖ We make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers and the local community.
- ❖ We do not tolerate harassment, less favourable treatment or discrimination as a result of any protected characteristics.

As a school we pay due regard to equality by:

- ❖ Dealing promptly with complaints of bullying and harassment related to the protected characteristics.
- ❖ Ensuring the school building and environment provides full accessibility for people with disabilities.
- ❖ Ensuring our curriculum, resources and the presentation of the school promote positive images of all peoples, including teaching about other faiths and visiting other places of worship.
- ❖ Monitoring the attainment and progress of all our pupils by gender, ethnicity, SEND, FSM, pupil premium and where necessary taking action to narrow any gaps in attainment.

School performance data shows that there is no significant difference in progress or attainment between groups of pupils from different ethnic backgrounds, from different genders or with physical disabilities.

Our targeted aims to eliminate discrimination and other prohibited conduct are:

- ❖ to regularly review school policies and procedures
- ❖ to regularly review and analyse pupil data of all children, regardless of their protected characteristics, and put extra provision in place where required
- ❖ by constant communication either written, oral and verbal to all our children and stakeholders regardless of their protected characteristics

Spring 2024