

# DOVE FEDERATION

## EQUALITY OF OPPORTUNITY STATEMENT

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### **Our School Commitment**

The Equality Act 2010 requires us to publish information that demonstrates we have regard for the need to :-

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance, equality of opportunity** between people who share a protective characteristic and people who do not share it.
- **Foster good relations** between people who share a protective characteristic and people who do not share it

### **Equality of Opportunity Statement**

It is a fundamental principle of our school policies that all people are equally valued regardless of their gender, age, disabilities, race, ethnic origin, language or religion.

The staff and Governors :-

- are committed to a policy of opportunity and equality of regard for every learner (this includes pupils and staff);
- are aware of the physical, attitude, administrative and social barriers which could exclude groups of individuals from the full range of educational provision and seek to offer provision which is equally available to all;
- believe that all pupils have a right of access to its opportunities regardless of ability, age, gender, physical ability, capability or characteristics, racial or ethnic group, religious beliefs and social background;
- believe that all pupils should be encouraged to understand the implications of equal opportunity and regard and should be challenged to dispel the ignorance and distrust which breeds prejudice and discrimination;
- will implement the Articles of the Human Rights Act 1998 that are applicable to our school.

### **Equality of Opportunity in our School**

We recognise that our pupils come from a range of backgrounds and enjoy varying experiences in their lives outside school.

In our school we aim to do all we can to give each child the full range of experiences, and to pay particular attention to any factors which may hinder a child's progress.

We aim to treat each child and members of their family with the courtesy, respect and care which the hallmark of our school is.

Boys and girls have equal access to the curriculum and all other activities. Teachers are encouraged to pay attention to areas of the curriculum where traditionally one sex may have been discriminated against.

As a church school, it is our aim to show respect to those of other faiths or none. We teach our children that the spiritual aspect of life is important, and that each has a personal choice in these matters.

We are aware that many of our children have little contact with those of other races or cultures. In developing links with other countries and cultures we are trying to ensure a wider range of contacts for our children. This country is multicultural and it is our duty to ensure our pupils are prepared to take their place in this society.

Equality of opportunity permeates the whole school and its curriculum. We welcome our duties :-

- to promote community cohesion (under the Education and Inspection Act 2006)
- to eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)
- we also welcome the emphasis of Ofsted Inspections on the importance of accelerating the progress of pupils from groups who are under achieving

As part of this we will :-

- outline how we have regard for equality and how we promote community cohesion
- publish our Equality Policy Audit Action Plan
- publish Equality objectives to show how we plan to tackle particular inequalities and improve what we do

Reviewed: 18<sup>th</sup> May 2017

Ratified: 18<sup>th</sup> May 2017

Next Review Date: 18<sup>th</sup> May 2018