

## Equality Statement

At Highters Heath Community School, all staff and governors are committed to working together to provide a safe, nurturing and inclusive learning environment to ensure every pupil is part of the school community, whatever their ability or need.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation." There are protected groups and schools have to ensure that the curriculum is delivered to allow fair access for all. To protect those people considered to have a disability, reasonable adjustments must be made.

Highters Heath Community School is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action, in the spirit of the Equality Act 2010, with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Our equality objectives are:

- (1) To develop further pupils' tolerance and mutual respect towards those of different faiths and beliefs (including those of no faith) and towards different groups within the protected characteristics of the Equality Act 2010;
- (2) To improve the attainment of boys and disadvantaged pupils in EYFS (narrowing the gap to girls and non-disadvantaged pupils) within reading, writing and number;
- (3) To ensure gaps in attainment and progress in all year groups are effectively monitored and addresses;
- (4) To ensure that percentage of pupils with protected characteristics attending clubs (including disadvantaged and SEND pupils) reflects (at least) the percentage of pupils with these characteristics within the school population;
- (5) To source and train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those carrying out the training have a good understanding of the legal requirements.