

## Equality Statement

At The Federation of St Martin's and Seabrook CEP Schools

We are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act in order to protect the following characteristics:

- Disability
- Race and ethnicity
- Gender
- Gender identity
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Religion and belief
- Sexual identity

We are required to ensure that we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a characteristic and those who don't foster good relations between people who share a characteristic and those who don't.

As a school, we have set the following equality objectives:

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.

## Equality Objectives

- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities and looked after children
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum