



# **Equalities Statement & Objectives**

<b>Policy reviewed, updated and ratified by the GB:</b>	<b>May 2023</b>
<b>Date of next review:</b>	<b>May 2025</b>

## **Equalities Statement**

Northwood School has due regard for the need to:

- eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations for students, staff and others using school facilities

We believe that striving to meet these requirements contributes greatly to us achieving outstanding progress and attainment because achievement of these aims helps towards ensuring that students work – whether it is in classrooms or elsewhere in the school – in an ethos and atmosphere of dignity and fairness, where they are free to develop themselves, knowing that differences are respected and they are encouraged to become independent learners taking responsibility for their actions become good citizens.

## **Equality Objective**

1. To promote understanding and awareness of the British values of democracy, the rule of law, individual liberty and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.
2. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
3. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.
4. To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.
5. To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
6. To further improve accessibility across the school for students, staff and visitors who are neurodivergent, including adapting the curriculum provision to accommodate their needs.
7. To endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
8. To endeavour to educate our staff and students on the importance of the protected characteristics stated in the Equality Act of 2010.

**This Statement Relates to the following Policies and Plans**

1. The Accessibility Plan
2. On-Line Safety Policy
3. Child Protection and Safeguarding Policy (including the Prevent Strategy)
4. Whistleblowing Policy
5. Anti-Bullying Policy
6. Data Protection Policy

*Ratified by the Governing Body: May 2023*