



## **EQUALITY STATEMENT & OBJECTIVES**

At Cornfield School we pride ourselves on the diversity of people who make up our community; and we value the varied contribution that everyone can make to our learning. We believe that all children, regardless of race, sex, class, gender, religion, sexual orientation or disability should have high aims and that our task is to help them all achieve their potential.

In order to achieve this, we shall ensure that all areas of the curriculum are suitably resourced in ways that reflect the range of cultures and that encourage children to respect each other's' languages and background.

We shall similarly encourage parents /carers to share their children's experiences and to offer their own as an aid and encouragement to learning.

We will confront and discuss racist and sexist language or conduct; and through the positive enforcement of our behaviour policy we will do our best to ensure that all individuals in the school, including visitors, feel safe and are treated with consideration when they are amongst us. The Head is the Key contact responsible for Equality and Inclusion.

### **CORNFIELD SCHOOL MISSION STATEMENT**

Cornfield School strives to help pupils to discover success through achievement. Pupils are encouraged by an environment which promotes learning and self-belief and which values the contribution of all its members. It aims to do this by 'creating a warm, caring, stable, supportive, environment in which all staff and pupils feel safe.'

We do this by:

- Providing a personalised, pupil-centred approach to learning through delivery of a broad, balanced and challenging educational and social curriculum
- Ensuring consistent high expectations
- Promoting a culture of achievement and success
- Developing social skills and emotional well-being
- Focusing on continuous improvement and shared accountabilities

- Promoting equality and social justice as well as recognising and celebrating diversity
- Building continuous professional development for all staff
- Sharing our skills, knowledge & expertise across the trust
- Developing partnerships within the extended community

### **The Equality Act 2010**

The Equality Act outlines three aims of the general duty to have due regard for equality, across all organisations:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it. Specifically, due regard is to be given within organisational life in order to:
  - a. Remove or minimise disadvantages
  - b. Take steps to meet different needs
  - c. Encourage participation when it is proportionately low.

At Cornfield School

- We have a strong commitment to fairness and equality in everything we do.
- We endeavour to ensure that everyone is treated fairly and with respect.
- We work hard to make sure that the academy is a safe and secure environment for everyone
- We recognise that people have different needs and we understand that treating people equally does not always involve treating people exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve and be successful

- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and carers.

We aim to make sure that no one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity; colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the equality act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.

We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages. Meeting our duties to promote community cohesion, and the spiritual, moral, social, and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.

We welcome the emphasis in the OFSTED inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Pupils from certain ethnic and cultural backgrounds
- Pupils who are supported by the pupil premium
- Pupils who are disabled Pupils who have special educational needs.

### **The Public Sector Equality Duty**

The information provided in this section shows how we are meeting the public sector equality duty. We are required to have due regard for the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The information below is a summary of how we have due regard to the need to eliminate discrimination, harassment and victimisation. Please contact us if you would like to see copies of any of our school policies or refer to the policies section of our school website.

- We are aware of the requirements of the equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.
- Our school governors have been briefed on their legal responsibilities under the equality Act 2010 and have also been involved in supporting the schools to meet its public sector equality duty.
- We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- We have a trust Behaviour policy that outlines our expectations of both pupils and staff in their interactions with each other, including our approach to tackling bullying, prejudice and discrimination.
- We deal promptly and effectively with all incidents and complaints of bullying and harassment
- We keep a record of all such incidents and notify those affected of what action we have taken.
- We provide training to all staff in relation to dealing with bullying and incidents of harassment.
- Our complaints policy sets out the procedures through which we deal with any complaints
- We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practices.
- We pay due regard within our recruitment practices, to safeguarding and protecting our pupils.
- We have procedures for addressing staff discipline, conduct and grievances.

#### Relevant Policies

<b>Student Policies</b>	<b>HR Policies</b>
Ethics policy	Equal opportunities and Diversity
Safeguarding	Allegation against a member of staff
SEND	Recruitment and selection
Curriculum policies	Capability
Offsite activities and Trips	Grievance procedures
Complaints Policy	Performance management
Behaviour policy	Whistle blowing policy
Accessibility policy	
Anti-bullying policy	

## **The Cornfield Context: Pupils**

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

Disability: The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

## **Information on other groups of pupils**

OfSTED inspections look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support."

## **Our equality objectives**

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.

- Ensure that high quality teaching secures good achievement for all
- Promote cultural development and understanding through a rich range of experiences both in and beyond the curriculum.
- Prevent and respond to all hate incidents and prejudice-based bullying.
- Narrow gaps between pupils who receive pupil premium funding and those who don't

These objectives will be achieved by:

- Termly analysis of results, reported to Local Authority
- Targeted enrichment
- Mentoring, and individual therapy