



**Churchdown School Academy**

ACHIEVING SUCCESS FOR ALL

## Equality Statement

### **Churchdown School Mission Statement**

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential. Our community is a nurturing and caring one, where students are encouraged to show compassion, friendship and support towards one another. We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Churchdown School the education we provide is guided by the values of integrity, resilience, respect, ambition and tolerance. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.

We are totally committed to treating everyone with dignity and respect. The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 requires us to have due regard to the need to:

**Eliminate unlawful discrimination**

**Advance equality of opportunity**

**Foster good relations between people from different equality groups**

This is called the Public Sector Equality Duty and its purpose is to promote equality for all.

In brief, that we must consciously think about these three aims as part of our decision-making processes and pay due regard to equality issues within all our key policies, planning and performance management.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. Please refer to our Policies page on [www.churchdownschool.com/school-policies/](http://www.churchdownschool.com/school-policies/) for further information.

We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential.

We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable. See our Behaviour Policy for further information.

Where appropriate, we will ensure that adults working or volunteering in the school are from diverse groups. We believe that this provides good role models for our pupils