



EQUALITY STATEMENT

SPRING 2016

Our School Commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

At Pinewood our aim is 'To make learning Irresistible' by:

- Ensuring that everyone is treated fairly and respectfully.
- Making our school a safe and secure place for everyone.
- Recognising that people have different needs, and we understand that treating people equally does not always involve treating them the same.
- Ensuring that no-one experiences less favourable treatment or discrimination of:

Age, disability, ethnicity, colour or national origin, gender or gender identity (reassigned or plan to reassign), marital or civil partnership status, being pregnant or recently having had a baby, religion or belief, sexual identity and orientation.

- We recognise that some pupils need extra support to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially children, parent/carers and those of us who can be treated less favourably.

Ethos

Our school ethos is based on 'Excellence as Standard' and through this we teach the values of respect, resilience, determination, responsibility, truth and aspiration.

Our duties are to:

- Promote community cohesion (under the Education and Inspections Act 2006)
- Eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)
- We also recognise the importance of accelerating the progress of pupils from groups who are underachieving