



ARK Brunel Primary Academy

Equality Statement

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1) Mission Statement

i. Ark Brunel's Mission

To provide every pupil with the opportunity to go to university or pursue the career of their choice.

We believe in the potential of every child who joins Ark Brunel and will strive to create an Academy which provides each student with the best possible start in life. We want every student at Ark Brunel to do well enough by age 18 to go to university or to follow the career path of their choice.

We will do everything possible to ensure that every child achieves year level expectations and above, every year. We won't accept excuses and we won't make any either. We take responsibility for nurturing and developing the personal qualities of every student and will emphasise the importance of exemplary behaviour.

We provide our staff with the tools and support to instil a strong learning culture in their classrooms. Teaching at Ark Brunel is excellent. Our team of dedicated teachers are committed to all our children's' success.

We believe that children whose parents/carers are involved and interested in their learning do well. We involve parents/carers in their children's learning and encourage them to be active members of the Academy community. Parent communication is organised to encourage wide participation and honest conversation. We expect all parents/carers to support their children's educational aspirations and achievements.

ii. Ark Brunel's Values

Honesty

We are true to ourselves and we tell the truth. We have the integrity to do the right thing for ourselves and others, and to take responsibility for our choices.

Enthusiasm

We are excited by learning and life at school. We see opportunities not obstacles and enjoy the challenges we are set.

Ambition

We do not settle for the ordinary. We strive to make the most of our talents, celebrate our successes and are prepared to take risks to be the best that we can be.

Resilience

We are confident and believe in ourselves and each other. We learn from our experiences and use our mistakes to help us improve. We work hard and never give up.

Thought

We think before we act or speak and are kind to others. We are curious about the world around us and love to ask 'why?', 'how?' and 'what if?' We make deliberate choices in our pursuit of brilliance.

2) Our school and Equality Act 2010

The Equality Act 2010 outlines the three aims of the general duty to have due regard for Equality, across all organisations:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. 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:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

We have a strong commitment to fairness and equality in everything that 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 them all 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 parents/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

3) 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:

- A. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- B. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- C. Foster good relations 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.

- 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, and Ark trustees, have been briefed on their legal responsibilities under the Equality Act 2010, and have also been involved in supporting the school 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 school Behaviour Policy that outlines our expectations of both pupils and staff in their interactions with each other, including our approach to tackling bullying and prejudice
- 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 harassment incidents.
- We have a Special Educational Needs and Disabilities Policy that outlines the provision the school makes for pupils with special educational needs.
- 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

4) Consultation and Engagement

We aim to engage and consult with pupils, staff, parents and carers, and the local community, so we can age develop our awareness of equality issues, learn about the impact of our policies, set equality objectives and improve what we do. Our main activities for consulting and engaging are:

- School council; pupil survey; feedback via inclusion lead
- Staff survey; feedback from staff (particularly with minority protected characteristics); feedback from inclusion lead
- Parents' consultation days; parent survey; complaints handling

5) Relevant Policies

Student Policies	HR Policies	IT Policies
<ul style="list-style-type: none">• Sex Education• SEND• Teaching & Learning• Offsite activities & education visits• Parent code of conduct• Parental complaints• Physical intervention• Anti-bullying• Inclusion	<ul style="list-style-type: none">• Equal Opportunities & Diversity• Allegation against member of staff• Recruitment & selection• Capability• Grievance procedures• Staff discipline• Staff induction• Staff performance management• CPD• Whistle blowing policy	<ul style="list-style-type: none">• E Safety