

## Equality Objectives

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.

### Equality Objectives 2023 -2024

- To monitor and analyse pupil achievement by the protected characteristics
- To act upon trends or patterns in data that require additional support for pupils
- To raise levels of attainment in core subjects for vulnerable learners
- To plan and implement projects which enhance children’s spiritual, moral, social and cultural development

## Equality

At Monkfield Park we are committed to ensuring equality of opportunity for all children, staff, parents and carers, governors and volunteers irrespective of age, race, gender, disability, belief, sexual orientation, marital or civil partnership, pregnancy and maternity or sexual orientation (the 9 protected characteristics). We are also committed to ensuring equality of opportunity for varying socio-economic backgrounds . We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and have the ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Monkfield Park we believe that diversity is a strength which should be respected and celebrated by all those who learn here, work here and visit us.

### **Equality in Teaching and learning**

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our children.

### **Equality in Admissions and Exclusions**

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

### **Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

The school has a full and separate equalities policy. Please consult this if you would like further details.