


The Chiltern School	Equality Information and Objectives Statement	
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Date Policy Reviewed	Next Policy Review Date	Author
February 2025	February 2027	Lisa Leonard

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- **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.

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

In our community:

- Everyone will thrive
- Everyone will feel safe, happy and supported
- Everyone will want to explore the world

- Everyone will acknowledge, encourage and nurture strengths and talents
- Everyone will be able to engage in positive and healthy relationships
- Everyone will have the determination to take the next step
- Everyone will challenge themselves when presented with opportunities for personal growth and development
- Everyone will be encouraged to express themselves, make choices and engage in decision making about issues that affect their lives

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Diversity, Inclusion and representation

Our ethos is to take a holistic approach, valuing the whole person. We believe in distributed leadership, empowering the school community. We encourage each other to take risks, have a go and try new things, with a fearless pursuit of inspirational and high quality teaching regardless of personal characteristics.

We believe that diversity and inclusion does not simply mean having a representative balance in our workforce or across our school curriculum at every level. It really means providing a safe and inclusive environment where every voice is equal and heard. This means when thinking about the development of policies, software, services and even the physical environment.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Equality Objectives

1. Promoting Inclusive Teaching and Learning

Ensure that all teaching staff receive regular training to adapt curriculum content and teaching strategies to meet the diverse needs of all pupils, fostering equitable opportunities for success.

2. Addressing Disparities in Progress and Attainment

Identify and address any gaps in progress between different groups of pupils through targeted provision and resource allocation, ensuring every child achieves their full potential.

3. Fostering a Respectful and Inclusive School Environment

Promote a culture of respect, celebrating diversity through whole-school events, and displays that highlight different cultures, abilities, and backgrounds, while actively addressing incidents of discrimination or prejudice.

4. Improving Accessibility for All

Conduct a comprehensive review of the school's physical environment, communication methods, and policies to improve accessibility for pupils, staff, and families, ensuring everyone can fully participate in school life.