



WOLGARSTON HIGH SCHOOL
Staffordshire



Equality and Diversity

A Statement of Policy

Date adopted by Governing Body:	14 March 2011	Date of last Review:	N/A
Frequency of Review:	Annual	Next Review:	March 2012

Location:	<i>T:\SCHOOL POLICIES AND PROCEDURES\Equality And Diversity (Final Version).Doc</i>
Author:	Mrs N Hastings-Smith
Readability Score:	22 Years +

Signature of Headteacher: 

Signature of Chair of Governors: 

Context

The legal and local framework for this policy is:

- Equality Act 2010

Aim and Values

Wolgarston High School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Wolgarston High School we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement.

We aim to:

- Provide a secure environment in which all our children can flourish and achieve
- Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- Actively challenge discrimination
- Make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- Involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- Publish and share our policies and impact assessments with the whole community
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage

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- Use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
 - Have high expectations of behaviour which demonstrates respect to others.

Leadership, Management and Governance

Wolgarston High School is committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community
- Encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution
- Working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed

Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures.

Responsibilities

Ultimate responsibility for this policy's introduction and implementation lies with the Head Teacher in consultation with the Governing Body. It is important to recognise that all staff, students and parents/carers have an active part to play in the evolution, development and maintenance of this policy.
