

Equality Policy and Action Plan

At Great Wood, Governors and Staff are committed to ensuring equality of opportunity for **all** irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background in line with the Equality Act 2010.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. This commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit us.

At Great Wood School we...

Aim high and make a difference

- As **learners** who question and make connections
- As caring **friends** who value difference and challenge discrimination
- As **individuals** who look after ourselves, ready for the challenges of the real world
- As **citizens** of a connected world and shared planet

today and every day.

Through our work in the classroom, we will seek to foster within our pupils their own commitment to equality by:

- promoting attitudes and values that challenge any discriminatory behaviour or prejudice;
- challenging bullying and stereotypes;
- developing and understanding of the different forms discrimination can take;
- understanding the impact discrimination can have on others;
- creating an environment which champions respect for all.

As a school we also:

- make sure the school is a safe, secure and stimulating place for everyone;
- ensure that everyone is treated fairly and with respect;
- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community without stereotyping;
- ensure we have clear procedures for dealing with prejudice-related bullying and incidents;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- provide regular opportunities for the school community have opportunities to share their views;
- recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same;
- recognise that for some pupils, extra support is needed to help them to achieve and be successful;
- carefully monitor the progress of vulnerable groups of pupils and put in place strategies within and outside of the class to ensure everyone achieves their best.
- ensure those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.

An Accessibility Action Plan for Great Wood School is available on our website.

Our Current Equality Priorities 2022-23:

- Raise awareness of the impact of the transatlantic slave trade on the local area and broaden children's understanding of its impact on life today – through staff CPD and the development and implementation of a bespoke curriculum plan, connecting with the local Facing the Past initiative.
- Raise awareness of effective provision for dyscalculia -through staff CPD.
- Research and implement a Staff Menopause Policy – through governors and staff.