



BURY CHURCH OF ENGLAND HIGH SCHOOL

EQUALITY STATEMENT

LEGAL DUTIES

We acknowledge our duties under the Equality Act 2010 to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

We understand that a protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees)

In advancing equality of opportunity we shall:

- aim to remove or minimise disadvantages suffered by people due to their protected characteristics;
- aim to meet the needs of people with protected characteristics where these are different from the needs of other people;
- encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

In order to meet our general duties, listed above, we shall

- publish equality information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any child**)
- prepare and publish equality objectives.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

*** Please note * we are currently collating up-to-date equality data and this will be available on our website shortly.**

- admissions
- attendance
- attainment and progress
- exclusions
- prejudice related incidents
- participation

Our objectives will detail how we will ensure equality is applied to the functions listed above. However, where we find evidence that other functions have a significant impact on any particular group, we will include work in this area.

We will use evaluation and data collection to inform our decision-making and assess the impact on equality of our decision-making, policies and practices.

We also acknowledge our duty under the Education Act 2011 to demonstrate how the education we provide meets the needs of the range of pupils at the school.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- recognise and respect diversity
- seek to foster positive attitudes and relationships and a shared sense of belonging
- tackle prejudice and promote understanding between people from different groups
- observe good equalities practice, including staff recruitment, retention and development, and procurement
- aim to reduce and remove existing inequalities and barriers
- consult with and involve all appropriate parties
- strive to ensure that the communities within, around and beyond our school will benefit
- follow guidance from Bury Children's Service HR on equality in recruitment, selection and employment
- use the school's complaints procedure initially to deal with any complaints under the Equality Act 2010 and, for any complaints not resolved internally, use the local authority complaints procedure.

OUR MISSION

The Governors and staff of Bury CE High School are committed to the provision of a high quality education within a Christian context.

We want to help our pupils become fulfilled, self-motivated, independent, responsible, worshipping and caring members of society. We want them to set themselves high standards and aim for excellence in all they do. We want to help them to develop an enthusiasm for learning and to go on learning, developing and growing to become completely the people they have the potential to become.

At the heart of this commitment is the notion of the uniqueness and infinite worth of the individual, that every person's being is valuable in the eyes of God.

We also believe that if each child feels valued as an individual with an important contribution to make then, in turn, each pupil will learn to value others.

We are determined to work to enable the school to

- pursue its commitment to Christian values and principles, to be a worshipping community and to continue learning as it looks to Jesus Christ and faces the challenge of the Gospel in its life and work,
- sustain a broad and balanced curriculum within the resources of the school which meets the needs of pupils, promotes their spiritual, moral, cultural, intellectual, emotional and physical development, encourages them in a healthy and safe lifestyle and prepares them for economic wellbeing and the opportunities, responsibilities and experiences of adult life,

- provide a positive environment in which all pupils, irrespective of ability, age, gender, ethnic or social background, may have equal opportunities to achieve their potential and to enjoy doing so,
- foster and maintain an ethos which is supportive to all members of the school community and enables them to use their talents to the full, encourages positive attitudes towards others and ensures that all feel valued, cared for and secure
- promote strong collaboration with parents, the Church and the wider community to enable us to provide the best possible learning opportunities for our pupils and to serve and draw strength from our partners in society.

ADDRESSING PREJUDICE RELATED INCIDENTS

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents. If incidents occur we address them immediately and report them to the Local Authority using the online reporting system at <http://portal.irisadapt.com>

RESPONSIBILITY

We believe that promoting equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Head teacher /Principal	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	Supporting the Head / Principal as above. Ensuring fair treatment and access to services and opportunities. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Contributing to ensuring the right outcomes for pupils. Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum. Ensuring own awareness of the responsibility to record and report prejudice related incidents.
Non Teaching Staff	Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders. Upholding the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated. Supporting colleagues within the school community. Ensuring own awareness of the responsibility to record and report prejudice related incidents.

School Community	Responsibility
Parents	Taking an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Taking an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Upholding the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Taking an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Taking an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school website

BREACHES

Breaches to this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the head teacher and governing body. Should sanctions be necessary these will be issued in line with the Headteacher's Behaviour & Discipline Policy.

MONITOR AND REVIEW

We will review our objectives in relation to any changes in our school profile and at least every four years. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Date reviewed by the Ethos & Premises Committee of the Governing Body – 30 September 2014