



How Wood School...Forward together

HOW WOOD SCHOOL: EQUALITIES PLAN 2022 - 2026

Vision Statement

Our vision is to support our children's continuous learning journey enabling them to thrive and grow within our community.

Mission Statement

With every child at the heart of How Wood School, we will move forward together, acknowledging & embracing differences and uniqueness whilst encouraging curiosity and igniting ambition. Through an holistic approach, we will actively promote good mental health and well-being within the whole school community.

We will continue to create an inspiring and challenging environment by delivering an enriched curriculum so our children are well prepared for their future.

EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

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

A protected characteristic under the Act covers the groups listed below:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

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

EQUALITY OBJECTIVES

All groups with protected characteristics are included within our objectives:

Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Gender and Sexual Orientation.

Elimination of discrimination, advancement of equality of opportunity and fostering of good relations underpin the objectives in meeting the general duties in our Equalities Plan. We:

- Provide a broad, balanced, ambitious and culturally rich curriculum.
- Strive to ensure that all protected characteristics are authentically represented within our curriculum and environment.
- Provide an adapted curriculum, tailored to include reasonable adjustments, where appropriate, to meet the needs of all children.
- Monitor and analyse the attainment and progress of all children, including those with SEND and any other group with a protected characteristic.
- Provide an environment that is safe and accessible to all pupils and one which fosters understanding and acceptance of any difference.
- Provide opportunities for children to increase their awareness and understanding of different faith groups.
- Provide on-going opportunities for training as part of staff appraisals to enable and advance equality of opportunity within the staff team.
- Continue to provide opportunities to build community cohesion with friends and neighbours of the school through invitation to events or by taking part in community events, e.g. carol singing.

Please see our SEND and Inclusion Policy, Behaviour Policy, Code of Conduct, Equal Opportunities Policy, Sex Education Policy, Herts Agreed Syllabus for RE for additional information.

This plan will be updated annually by members of the Senior Leadership Team (SLT) and published on the School's website.