

Equality Statement

This statement should be read in conjunction with the other policies published by the school, which all seek to ensure equality in all aspects of our work.

The Public Sector Equality Duty requires our school to publish information about Equalities.

The Equality Act 2010 clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership
10. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

At Fairfield High School, we are committed to ensuring equality of opportunity for all students, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

- It is our 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 all aspects of school life.
- We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which fosters respect for all adults and children in and out of our school community.
- We believe that diversity is a strength that should be respected and celebrated by all those who are permanent or temporary members of our community.

Equality in Teaching and Learning

We provide all our students with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all students and preparing them for life in a diverse society.
- Using materials that reflect the diversity of the school, local community and wider world without stereotyping.

- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Providing opportunities for students to appreciate their own cultures and celebrate the diversity of other cultures.
- Seeking to involve all parents/carers in supporting their child's education.
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our students.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background. Our admissions arrangements follow the Herefordshire Council code.

Exclusions are only used as a sanction for serious incidents and will always be a response to the behaviour, not the individual student. Exclusions are recorded as statutorily required and are monitored and analysed by the school and the DfE.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

We offer all staff equal access to development and training and comply fully with our legal duties and contractual obligations for all staff pay and conditions.

Reviewed and approved by Governors on 5th December 2017