



PUBLIC SECTOR EQUALITY DUTY STATEMENT

November 2017

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Valour Academy is committed to equality both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff and through School Council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby, their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which affect, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low-income households and pupils known to be eligible for free school meals
- pupils who are disabled
- pupils who have special educational needs
- pupils who have English as an additional language
- pupils who are in Local Authority Care.

Elimination of discrimination and harassment

At Valour Academy we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this. These include;

- Behaviour policy
- Anti-bullying policy
- Racial Equality policy
- Safeguarding policy
- Recruitment policy
- Equal opportunity policy
- Inclusion policy
- Spiritual, Moral, Social and Cultural development policy.

These policies are available on the school website and/or the school office. The termly head teacher reports to the full governing body include reports about the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred and the number of children registered as having additional learning needs or as looked after. All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

At our school, careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually and action plans developed accordingly. At Valour Academy, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

The school has an accessibility plan and this too is reviewed annually. A copy of this plan is available on the website.

Foster good relations between people who share a protected characteristic and people who do not share it.

Fostering good relations is strength and the atmosphere and ethos that is apparent on a day to day basis is remarked upon by visitors to our school. To maintain this, we use certain strategies to support us;

- Everyone in the school community is treated with respect and kindness. This is extended to our parents, the local community and any visitors.

▣ We offer a broad and balanced curriculum which reflects our own community and has a more global perspective too.

▣ SEAL.

▣ Strong citizenship and PSHE curriculum

▣ School and class assemblies.

▣ Celebratory events for all the major festivals.

▣ Strong links with the local community.

▣ Strong links with other local schools within and beyond the Walbottle Teaching school alliance.

Dame Nicola Nelson CEO Valour MAT November 2017