



Keskowethyans Multi-Academy Trust
Registered office
School Hill
St Keverne
Cornwall
TR12 6NQ

Tel: 01326 280539
Headteacher: Mr. T. Harman
Email@ head@st-keverne.cornwall.sch.uk

Keskowethyans Multi Academy Trust Policy Statement on Equality and Community Cohesion

The Keskowethyans Multi Academy Trust Schools (Coverack Primary School, Grade-Ruan C of E School, Manaccan Primary School, St Keverne Primary School and St Martin-in-Meneage Primary School) are committed to equality both as an employer and a service-provider and we carry out our day to day work through our embedded CARE values:

1. We try to ensure that everyone is treated fairly and with respect.
2. We want to make sure that our schools are a safe, secure and stimulating place for everyone.
3. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
4. We recognise that for some pupils extra support is needed to help them to achieve and be successful.
5. 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, and through our School Council at each school.
6. 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, colour or 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.
7. We set our Accessibility plan objectives for a 3 year period and review the progress annually.
8. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.
9. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
10. We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:
 - a) pupils from certain cultural and ethnic backgrounds
 - b) pupils who belong to low-income households and pupils known to be eligible for free school meals
 - c) pupils who are disabled, or who are in the process of being diagnosed as disabled
 - d) pupils who have special educational needs
 - e) boys in certain subjects and girls in certain other subjects
 - f) vulnerable pupils where home circumstances are known or believed to be unsettled in some way, causing some level of concern

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard

for the need to:

1. **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
2. **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
3. **Foster good relations** between people who share a protected characteristic and people who do not share it.

All Keskowethyans Schools have rigorous systems for monitoring standards and challenging any underperformance; our responsibility in this equality duty is scheduled as part of this rigorous process.

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