

## Carmel Christian School

### Equality Statement 2020- 2021



At Carmel Christian School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, age or socio-economic background.

We 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 school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Carmel Christian School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

### Equality in Teaching and Learning

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

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

### Equality Objectives:

Our equality objectives are:

1. To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
2. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
3. To model learning and teaching behaviours that avoid labelling.

4. To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
5. To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
6. To tackle prejudice and promote understanding in relation to people with disabilities.

### **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.

### **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.

The school has a full and separate Equalities Policy.