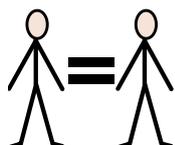




Equality at Greenfields Specialist School for Communication 2016-17



What is the Equality Act 2010?

A law that protects people from discrimination.
It replaces all previous laws including the Disability Discrimination Act, Race Relations Act and many others

Why change?

Having one law on Equality helps people to **better Understand** theirs' and other people's rights, and how They should expect to be treated.



What is Equality?



It doesn't mean treating everyone the same; it means:
treating people **fairly**, with **respect**,
having regard for their **rights and wishes**.
Sometimes this means giving people **extra help**
so they have the same chance



Our Vision

Together we will build a progressive, flagship school with a first class, holistic, curriculum centred on the needs of each individual pupil. Pupils will be stretched and challenged within a fun, safe and happy environment. The voices of pupils, parents and staff will be respected and valued.

Mission Statement

We will achieve our vision by constantly thinking about the bigger picture, working as one team, valuing our staff and their continual development and by frequently reviewing, debating and developing the curriculum.

Our Values

Pupil Centred, Progression, Partnership Working (pupils, parents and staff)

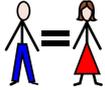
'Let our World be your World'



Protected Characteristics

The Equality Act protects the same groups of people that were covered by previous legislation, but these groups are now referred to as 'protected characteristics'

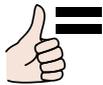
The following is a list of the protected characteristics covered by schools:



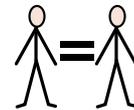
Disability, Gender Reassignment, Age, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual orientation



What will we do?



Ensure everyone is treated 'Fairly'



Give everyone 'Equality of Opportunity'



Help everyone to communicate openly and clearly, Without prejudice

What can you do?

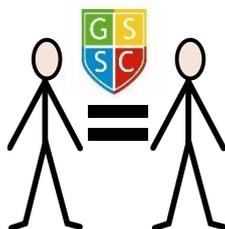


Inform the school if there is anything we can do
Help to identify barriers
Help the school to meet its aims



If you have an issue or concern

Please speak to us first, if you are still unhappy you must follow the schools complaints process in the first instance – contact the school for further information (01604 741960)



The school does not collect information regarding gender reassignment or sexual identity.

Analysis of data

As part of the school cycle of monitoring of performance there is very detailed analysis of the data of individuals and groups of individuals. This information is available on the school website, or if you would like to discuss this information further please contact the school to make an appointment with the head teacher.

As part of the school's monitoring cycle, and for Equality Duty we monitor:

Attendance	Progression
Behaviour	Targets
Exclusions	Prejudice related incidents

Data shows that **no groups** of pupils are disadvantaged at Greenfields Specialist School for Communication

2016-2020 Equality Duty Objectives

What we doing?	How we will do it?	When ?
Pupils develop understanding of differences	UNICEF Rights Respecting Schools Award	March 2018
Pupils develop awareness of anti-bullying	Anti-Bullying Mark	March 2018
Policies, Procedures and Practices actively promote equality	All polices are inclusive	September 2020

Areas that Public Sector Equality Duty should help to address:

- Attainment
- Participation in school activities
- Ensuring pupils engage effectively in learning
- Bullying
- Improving careers and progression and transition
- Exclusion