



Formby High School Equality Duty Statement

Everyone has the right to be treated with dignity and respect. The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability; age; race (including colour, nationality ethnic or national origin); religion and belief; sex, sexual orientation, marriage and civil partnership; pregnancy and maternity; gender reassignment. .

The Equality Act 2010 requires us to have due regard to the need to:

- eliminate discriminatory behaviour
- advance equality of opportunity
- foster good relations between people from different equality groups.

This is called the Public Sector Equality Duty and its purpose is to promote equality for all. In brief, this means that as a school we must consciously think about these three aims as part of our decision making processes and pay due regard to equality issues within all our key policies, planning and performance management. This means that each year the School Improvement and Development Plan will contain a target relating to equality issues.

We will ensure that every student, irrespective of race, disability, gender, religion and belief, or sexual orientation, is able to achieve high standards and that strategies are in place to address under-achievement and celebrate success.

We will ensure that every student has access to the necessary teaching and support required to enable them to fulfil their potential.

We will ensure that the school's procedures for disciplining students and managing behaviour are fair, effective and equitable.

As an equal opportunities employer we are committed to providing a working environment where all are treated with dignity and respect. We will ensure that the school adheres to equal opportunities employment practices and does not discriminate against employees or prospective employees on the grounds of these protected characteristics.

The responsibilities of the Governing Body, Headteacher, Staff, Students, Parents and Visitors in promoting equality are set out in the school's Equal Opportunities Policy.

Equality Objectives

1. The school will develop its systems for recording behaviour to capture all incidents of bullying, harassment of or discrimination against students with protected characteristics.
2. To review and revise all school policies to ensure that, where necessary, the elimination of harassment, discrimination or victimisation is expressly noted.
3. Building on existing very effective practice, to review and develop the school curriculum to ensure a wide range of opportunities exist that promote equality and diversity, and challenge prejudice and discrimination.
4. The school will endeavour to enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.