

## Equality statement

Park Community School is committed to equality of opportunity and following practices which are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. We value staff, students and visitors and seek to ensure that no one will receive less favourable treatment on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex or sexual orientation

Every member of staff, worker or contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. The school is committed to creating an environment in which individual differences and the contributions of our staff are recognised and valued by providing training, development and progression opportunities to all staff. Understanding equality in the workplace is good management practice and makes sound business sense

No person will be victimised or subjected to any form of bullying or harassment. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with staff, students and visitors have a responsibility to treat others with dignity and respect. Their personal commitment to our Equality and Diversity Policy and application of its principles are essential to eliminate discrimination and provide equality throughout the school.

We shall promote equality of opportunity for all students through our curriculum and our values and ethos by making sure education and support is delivered equally and meets the diverse needs of our students and by providing the same level of education and support to all students regardless of any protected characteristic listed above.

## Equality Objectives 2021 -2022

### **Objective 1: The Governing Body of the school will endeavour to reflect the diversity of the wider community.**

The Governing Body consists of Community, Authority, Parent and Staff Governors thus representing the wider community.

### **Objective 2: Strive for all students regardless of ethnicity, age, gender, to achieve the highest possible standards in their learning and make good progress.**

The school sets challenging targets for student achievement and these along with development priorities form the basis of staff targets for performance management.

The achievement of students and on-going progress is reported to staff and governors at meetings and via the regular dashboards that show the progress against targets.

**Objective 3: To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.**

The school ensures that all staff receive the relevant training to ensure that all students' needs are met and that every child is treated equally. The school is a Rights Respecting School which focuses on UNICEF rights of children and the ethos of a rights respecting institution is evident across all staff. The school's Leading Parent Partnership Award (LPPA) also evidences a focus on meeting the needs of our community.

**Objective 4: To provide an environment that welcomes, protects and respects diverse people.**

Recently built and refurbished school buildings better meet the needs of all staff, children and visitors. Through our environment we seek opportunities to further promote diversity.

**Observations:**

In 2019-2021 there were 6 support staff roles advertised and 9 teaching roles. As expected the number of teaching applications were much lower than support staff in comparison.

Substantially more females (59) applied for support staff roles than males (7). Slightly more males (11) have applied for teaching roles than females (7).

This led to 11 support staff and 8 teachers being appointed.

The trend of low non-white applications has continued.