**Equalities Statement of Intent**

**Created By:** Mervyn George (Cadbury Heath) & Steven Searle (Redfield Edge)

**Ratification Date:** January 2019

**Review/ Renewal Date:** January 2022

**Introduction**

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The 2010 Act simplified the law and extended protection against discrimination to any pupil with a protected characteristic by age; sex; race; disability; religion or belief; sexual orientation; gender reassignment; pregnancy or maternity.

**Statement of Intent**

All schools within the RISE Alliance will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, governors, volunteers or anyone involved in external agencies each school may be working with on the grounds of the protected characteristics.

* Age;
* Sex;
* Race;
* Disability;
* Religion or belief;
* Sexual orientation;
* Gender reassignment;
* Pregnancy or maternity.

**Diversity**

Our community is predominately white British but we also serve pupils and their families from other backgrounds. Alongside our commitment to valuing the cultural inheritance of all the pupils within the RISE Alliance, the lack of diversity in our immediate area highlights the need to develop our pupils understanding and appreciation of equality and diversity in both the school and wider British society.

Through our assemblies and our curriculum, we ensure our pupils consider and value diversity and celebrate different cultural inheritances, even if they have little direct experience of them with consideration being given to the Prevent Strategy.

Pupils are taught to respect and celebrate difference and understand that everyone, regardless of race, gender, sexuality or disability has equal value. Staff model respect and understanding in all their dealings within school. Being proud of our similarities and differences is part of our core values.

**Role and Responsibilities**

Each head teacher within the RISE Alliance will:

* To engage in the development of and inform their school community about the Equality Information & Objectives Statement of Intent
* Oversee the effective implementation of the Statement of Intent within their school
* Ensure staff have access to training which helps to implement the Statement of Intent
* Develop partnerships with external agencies in conjunction with all schools within the RISE Alliance regarding the Statement of Intent so that the school’s actions are in line with the best advice available
* Monitor the Statement of Intent and report to their own Governing Body at least annually on the effectiveness of the Statement of Intent and publish this information
* Ensure that the School Leadership Team is kept up to date with any development affecting the Statement of Intent or actions arising from it

**Addendum**

Each school within the RISE will operate their own administrative procedures in respect of the above Statement of Intent.

If the need arises, this Statement of Intent will be subject to review prior to the renewal date indicated at the start of this Statement of Intent document.

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| Rise Schools |  | Version Control | | |
| Cadbury Heath |  | V 1.0 | Mervyn George | 6th September 2018 |
| Courtney |  | V 1.1 | Mervyn George & Steven Searle | 1st October 2018 |
| Longwell Green |  |  |  |  |
| New Horizons |  |  |  |  |
| Redfield Edge |  |  |  |  |