

## **Tonwell St Mary's Governors' Equality Statement**

Our school values all pupils, staff and governors and encourages their contribution across the range of their talents and abilities, to promote the highest possible standards of achievement.

Discrimination, harassment and victimisation will not be part of our school. We will promote equality of access and opportunity, positive attitudes and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Equality runs through everything that happens at our school. As part of this, governors will ensure that all our discussions, initiatives, policies and decisions promote equality of opportunity and oppose all forms of discrimination, including the protected characteristics of:

- Age
- Religion or belief
- Disability
- Gender reassignment
- Pregnancy and maternity
- Sex
- Race
- Sexual orientation

This statement extends, however, to cover all aspects of vulnerability, including those associated with socio-economic factors, Children Looked After and those with Child Protection plans.

As well as delivering high quality services to our pupils, the governors are also committed to acting as a good employer in terms of safeguarding, recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers.

This Statement will be reviewed every four years and is reported on to the Governing Body annually.

Agreed:

Sarah Bridgman, Head Teacher .....

Diana Howarth, CoG .....

Date: 1.9.2019