



Fiveways School

Equality and Respect Statement 2023-24

At Fiveways School we are committed to ensuring equality of education and opportunity for all our pupils, for their parents/carers, for staff and for all those receiving services from the school, irrespective of their gender, disability, ethnic background or other characteristics.

We believe that diversity is a strength – for our school, its community and Britain as a whole – and we will work proactively to address inequality and foster positive attitudes to diversity so that all those who learn, teach and visit here are respected and valued.

We recognise that achieving equality, inclusion and good community relations involves working effectively and in partnership with others, including parents, community groups and local organisations.

We will provide a school environment free from discrimination in which staff, students and visitors feels comfortable. To achieve this, we will educate students, parents/carers, staff and volunteers by embedding equality and diversity into our school's curriculum and reviewing it on a regular basis through our equality and diversity procedures.

Anyone entering the school premises has a right to be treated with dignity and to be free from all forms of harassment. Everybody at the school must ensure that their own conduct does not amount to harassment, have the moral courage to challenge inappropriate behaviour and report any incidents to the head teacher or higher if deemed necessary.

We value our diversity and capitalise on our wide range of individual differences, skills and unique talents that we all bring into the school. We welcome and appreciate differences – such as gender, ethnic origin, religion or belief, sexual orientation, and social and educational background. The school's commitment to diversity extends beyond its legal responsibilities to prevent unlawful discrimination and promote equality of opportunity. We are resolutely committed to ensuring that every individual has the best possible life chances through their education or employment at Fiveways School.

Two of the school's aims are:-

- ✓To create a happy and secure learning environment rich in stimulation and challenge.
- ✓To ensure all members of the school community can grow in self-esteem and develop to their full potential.

All individuals involved with Fiveways School are entitled to learn, teach and work within a non-threatening and supportive environment in which the development of self-esteem and confidence is enhanced. We regard equality and diversity as a fundamental enabler to our school ethos and aims. We expect each and every person to play their part. We want everyone in the school community to be proud of who and what they are, and of their school community.

We evaluate our success in meeting the Public Service Equality Duties by the extent to which we achieve improved outcomes for the different groups.

Equality Objectives & Developments 2023-2024

Centre our developments on our Fiveways mantra:

'What does a good life look like now and into the future'

SDP Section 1: QUALITY of EDUCATION 2023-24

1. Embedded consistent & effective implementation of new curriculum frameworks for subject specific (Phase 5+) pupils
2. Enhance curriculum leaders ability to monitor, evaluate & embed impact of subject
3. Embed consistent use of Evidence for Learning "Family app" to enhance pupils access to learning beyond the school day through greater parent carer engagement with curriculum
4. Redesigning of 14-16 curriculum to ensure pupils acquire high quality skills through upper school and in preparation for 16 – 19

SDP Section 2: Behaviour and Attitudes

1. Frequent behaviour analysis enables specific interventions to be monitored by class teams to ensure pupils are well regulated.

SDP Section 3: Personal Development


1. To further enhance the knowledge of staff in mental health support To further increase pupil contribution to school development
2. To review and enhance capture of pupil voice in Person Centred Planning approaches as part of Annual Review process

SDP Section 4: Leadership and Management

1. Development of senior and middle leaders (Assistant Heads, Department Leads and Subject Leaders) Please also refer to QofEd section for curriculum subject leadership development
2. Further development of Senior Teaching Assistants
3. 6th Form Premises Development and Sports Hall meeting room IT upgrades

AGREEMENT AND REVIEW

This guidance was agreed by the Governing Body on 10/11/23

Signed by  Chair of Governors on behalf of the governing body of Fiveways School.

Date 10/11/23