



Fiveways School

Equality and Respect Statement 2024-25

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 aim to increase diversity within our staff team and are reviewing our recruitment strategy to encourage this.

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 2024-2025
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 2024 - 25	
Quality of Education 1.1	Review & redesign opportunities for awards & accreditation to ensure pupils acquire meaningful & high-quality skills through upper school and in preparation for sixth form
Quality of Education 1.2	C&I: Revisit and further develop C&I good habits with particular focus on signing & implementation of pupil communication systems
Quality of Education 1.3	Expand RSE teaching and learning to best impact on SPMLD learners
Quality of Education 1.4	Further enhance curriculum delivery & learning through high quality pedagogy, age appropriate, well sourced and adapted resources that is monitored & reviewed by subject leads


SDP Section 2: BEHAVIOUR AND ATTITUDE 2024 - 25	
Behaviour and Attitude: 2.1	Frequent behaviour analysis enables specific interventions to be monitored by class teams to ensure pupils are well regulated.
Behaviour and Attitude: 2.2	Further ensure the needs of pupils are recognised within the Local Authority (EHCPs)

SDP Section 3: PERSONAL DEVELOPMENT 2024-25	
Personal Development 3.1	To review and enhance capture of pupil voice in Person Centred Planning approaches as part of Annual Review process
Personal Development 3.2	To further enhance and develop the knowledge of MOVE

SDP Section 4: LEADERSHIP & MANAGEMENT 2024-25	
Leadership and Management: 4.1	Development of senior and middle leaders (Assistant Heads, Department Leads and Subject Leaders) Please also refer to QofEd section for curriculum subject leadership development
Leadership & Management: 4.2	Further development of Senior Teaching Assistants
Leadership & Management: 4.3	6 th Form Premises Development

AGREEMENT AND REVIEW

This guidance was agreed by the Governing Body on 20.09.24

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