BILTON COMMUNITY FEDERATION

EQUALITY OBJECTIVES AND STATEMENT

January 2025

Vision: 'Empowering children to make a positive impact on the world.'

Values: Care, Honesty, Respect, Co-operation, Forgiveness and Resilience

As a federation of schools (Bilton CofE Junior School / Bawnmore Community Infant School / Bilton Infant School) we welcome our duties under the Equality Act 2010 and the pursuant The Equality Act 2010 (Amendment) Regulations 2023 and our Public Sector Equality Duty and two specific duties.

Our Public Sector Equality Duty require us as schools to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The Two "specific duties" require us to:

- Publish information to show compliance with the Equality Duty
- Publish Equality Objectives at least every 4 years which are specific and measurable

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

We recognise that this Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We have high expectations of all pupils from across the ability range by aiming to provide them with every opportunity to succeed by providing the highest standards of teaching and learning within a curriculum that is broad, balanced, differentiated, relevant and exciting. We will monitor the progress of all pupils in order for them to achieve their expected targets.

We are opposed to any member of the school personnel or others connected with the school being victimised, harassed or bullied by another based on assumptions about their status in the afore mentioned

categories or on any other grounds. Also, we will not discriminate against anyone because of their political affiliation.

We work hard to maintain a positive ethos where all members of the school community work well alongside each other developing positive working relationships.

We want pupils to come to school to enjoy the meaningful experiences that we offer and where they feel valued and special. We want them to have a sense of pride in themselves and their school.

We want school personnel to see the importance and derive a sense of fulfilment from their work in school but above all we want them to feel valued by everyone in the school community.

In fulfilling these duties, we are guided by these core statements:

- All our learners, parents/carers, governors and staff are of equal value;
- We recognise and respect difference and understand that treating people equally does not necessarily involve treating them all the same, as different people have different needs;
- We foster positive attitudes and relationships, and a shared sense of belonging;
- We observe good equalities practice in staff recruitment, retention and development;
- We actively work to reduce and remove inequalities and barriers that already exist;
- We aim to consult widely with our stakeholders;
- We strive to ensure that society will benefit from our policies and actions.

Equality Statement:

Our Equality Statement is based on the principles above and aims to ensure that:

'At Bilton Community Federation, we are committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school's embrace the aim of working together with others to improve children's educational and well-being outcomes. All pupils and members of staff at our schools are provided with opportunities to fulfil their potential whatever their age, sex and sexual orientation, gender, race, colour ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.'

Our Equality and Accessibility Policy can be found on each school's website, along with specific action plans relevant to the outlined duty.

This statement and the linked policy and action plans demonstrate our commitment to these specific duties.