

Colney Heath School

Equality Statement.

Vision and Values

Colney Heath is a small village school serving a diverse population. Our vision is that our school is:

'Developing a life-long love of learning for all'.

Our school values are the guiding principles that underpin our work in school and we encourage all members of our school community to demonstrate these in every aspect of our day:

We are kind - the quality of being able to think about and care for others. This means we care, we respect others and we take responsibility for our actions.

We are involved - as one of our children puts it 'step out of the shadows and do something good'.

We belong - every child and family brings their unique experiences and is welcome in our school.

We are learners- we work hard, make mistakes and challenge ourselves to improve so that we can be the best we can.

Equality Mission

We are fully committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school irrespective of age, race, sex, disability, religion or belief, culture and special needs and/or disability, sexual orientation, gender reassignment, pregnancy or maternity. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

Educational experiences are provided which develop pupils' achievements and recognise their individuality. We are proud to be responsible for the education of children from many different cultures and of differing abilities who have given Colney Heath School its special character. The achievements of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. In this school, inclusion recognises a child's right to a broad, balanced, relevant and challenging curriculum which is appropriate to their individual abilities, talents and personal qualities. At Colney Heath School, we believe that diversity is a strength which should be respected and celebrated by all who learn, teach and visit here.

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principal of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Objectives for 2025 -2026

- To promote spiritual, moral, social and cultural development and understanding by offering a rich range of experiences in the curriculum and through wider extended opportunities, including visits and visitors.
- To reduce prejudice and increase understanding of equality, through the promotion of British values, with the focus on building tolerance and respect.
- To model teaching and learning behaviours that avoid labelling children in terms of their ability and recognise and celebrate differences, and to ensure that our children can understand this.
- To continue our support for children with SEND and their families, developing positive partnerships through good communication and information sharing with parents, staff training and providing an accessible curriculum for all pupils, ensuring reasonable adaptations where necessary
- To support and broaden opportunities for vulnerable families including supporting access to after-school clubs and activities.
- To support staff with development to advance opportunity within the staff team
- To collaborate with our community to enrich our school life, and to provide our children with opportunities of the world beyond our local community, and what it is to be a responsible and caring citizen of this.