

## Equality Statement

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who don't share it.

At The Ridge Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

Our school values (respect, independence, determination, gratitude and empathy) provide our underlying principals of ensuring that everyone is treated with equal value and respect.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At The Ridge, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

### Equality in Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement.

We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of each school, its population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

### Equality in Admissions and Exclusions

Our admissions arrangements, administered by Dudley MBC, are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

### Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

### Governance

As a school we recognise that a diversity of thought, voices and perspectives is essential to good governance and the effective running of any organisation. We collect diversity information from our governors and can use this to :

- target recruitment to address gaps in experience and diversity
- develop and adapt board practices to ensure full participation
- prioritise training and awareness-raising in identified areas
- address potential 'blind spots' through seeking wider advice and perspectives on current and upcoming opportunities, challenges and risks

However, we are unable to publish this information as it would mean that individual members of our governing body are identifiable.

### Further Information

Please consult our Equality Policy for further details.