



Equalities Objectives

At Cirencester Deer Park School, equality is a key principle for treating all people the same, irrespective of their gender, nationality, ethnicity, disability, religious beliefs, sexual orientations, age or any other recognised area of discrimination. The philosophy of our school talks of valuing the individuality of all members of the school community.

We are committed to giving all our pupils every opportunity to achieve the highest of standards. We aim to ensure that the school promotes the individuality of all our pupils, irrespective of nationality, ethnicity, attainment, age, disability, gender or background. This is delivered through a curriculum that meets their needs in order to gain the knowledge that they need to prepare them for adult life.

We are committed to ensuring that positive action is taken where necessary to redress any inequality that may exist, through educating them on the value of the diversity of society. We ensure that the education we offer fosters positive attitudes to all people.

This statement should be read in conjunction with the Single Equalities Policy.

Under the Public Sector Equality Duty Cirencester Deer Park gives “due regard” to the need to:

- **Foster Good Relations**

At Cirencester Deer Park School, we respect and value everyone. We are committed to fostering good relations by providing a caring, friendly and inclusive environment so that all pupils can learn and achieve in a relaxed and secure atmosphere. It is a place where everyone feels valued, safe and able to contribute positively, through their behaviour and language, to the life of Cirencester Deer Park School.

- **Advance Equality of Opportunity**

We believe everybody should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services, at Cirencester Deer Park School.

The Single Equalities Policy outlines the commitment of the staff and members of the local governing body of Cirencester Deer Park School and ensures that equality of opportunity is available to all members of the school community.

For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for individuals and different groups of pupils in school.

- **Eliminate unlawful discrimination, harassment and victimisation**

We recognise our responsibility to safeguard all who access the school and promote the welfare of everyone by protecting them from physical, sexual and emotional abuse, neglect, bullying and all other forms of discrimination. This includes all types of harassment.

We set ourselves challenging equalities targets, including targets relating to the attendance and performance of disadvantaged groups, through our whole school strategic plan.