The CARE Federation

Equality Information and Objectives Statement

Agreed by Governing Body: Autumn 2025

To be reviewed: Autumn 2029

Group Responsible: Full Governors

Equality Information and Objectives Statement

In order to comply with the public sector equality duty, schools must publish their equality objectives statement. This is a declaration of aims that ensures equality to all members of the school's community.

Opening statement

At The CARE Federation we welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Ethnicity, culture, national origin or national status
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

At The CARE Federation we believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.

- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. Prejudice-related incidents are reported to the local authority annually.

Our pupils are taught to be:

- Understanding of others
- Respecting of difference
- Welcoming with a shared sense of belonging
- Celebratory of diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

The Federation's employees will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

The Federation's employees will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Deal with any prejudice-related incidents that occur in line with our policy
- Seek training if they need to improve their knowledge in a particular area

Throughout the year, the school provides a variety of opportunities to celebrate diversity, for example:

- Planning activities for key diversity awareness days.

- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

At The CARE Federation we do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

The schools within our Federation work to ensure that all groups are represented within our school community and are able to access all clubs, trips and positions of responsibility.

Inclusion

The schools within our Federation work to foster an inclusive environment for all members of our school community. This involves creating environments where diverse individuals feel welcomed, respected, and valued, so that they may contribute fully.

Closing statement

Prejudice is not tolerated at The CARE Federation and we are continuously working towards a more accepting and respectful environment for our school community.

The Federation's **Equality Information and Objectives Policy**, **Pupil Equality, Equity, Diversity and Inclusion Policy** and **Staff Equality, Equity, Diversity and Inclusion Policy** further outline the school's policies regarding equality.