

Gladesmore Community School



Equality & Diversity Statement and Objectives 2026-2027

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Governing Body : Gladesmore Community School		
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Equality & Diversity Statement and Objectives

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

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- 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.
- Race.
- 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.

Gladesmore Community School is committed to equality both as an employer and a service provider. This is embedded in our school ethos. We aim to help and enable all pupils to adopt our REACH values. The fulfilment of these REACH values aims to create a well-ordered community, with high standards and a caring approach, which recognises that the purpose of school is to equip pupils with the skills they will require as balanced individuals able to go on to make a positive contribution to society.

Gladesmore is committed to achieving high standards of effort, behaviour, and commitment so that pupils have the opportunity to realise their potential. As a school we inspire a love of learning and a genuine respect for all members of our multicultural, multi-faith community.

Elimination Discrimination

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.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

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

At Gladesmore CoWe 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.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. Pupils are encouraged to respect and value differences within the school community and to report any concerns relating to discrimination or exclusion. Pupils are encouraged to challenge discrimination and inequalities.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

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

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- 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, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Fostering good relationships

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute.
- Taking a leading role. working with our local community and organising activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups within the community and in society.
- Encouraging pupils to participate in the school's activities, such as sports clubs.
- We have developed links with people and groups who have specialist knowledge about characteristics, which helps inform and develop our approach.

Promoting equality and community cohesion

At Gladesmore Community School we have a strong commitment to fairness and equality in everything that we do.

- We work hard to make sure that the school is a safe and secure environment for everyone.

- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils, extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our PTA and School Council.
- All cultures and languages are valued equally.
- Each member of the school is regarded as an individual and should not be stereotyped or discriminated against in line with the protected characteristics.

Inclusion

The school aims to advance inclusion by:

- Adopting an inclusive curriculum that is accessible to all.
- Minimising disadvantages suffered by people which are connected protected characteristics.
- Encourage and support pupils with protected characteristics to participate fully in any activities.
- Considering the published attainment data each academic year showing how pupils with different characteristics are performing
- Analysing school results to determine strengths and areas for improvement and
- Monitoring in school data to identify trends and consider effective intervention where necessary for specific groups.

Equality considerations and decision making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school will consider the impact of significant decisions on groups.

We will engage and consult with pupils, staff, parents and carers, and the local community, so we can continually develop our awareness of equality issues, learn about the impact of our policies.

Diversity and Representation

At Gladesmore Community School, we embrace our rich cultural and ethnic diversities by celebrating all religions, backgrounds, sexualities, genders and abilities. We are a truly multicultural community within which every member is valued and treated as an individual.

As a school community, we want everyone to feel: included, respected, united.

- We are kind and respectful.
- We value each other and celebrate our differences.

- We learn about each other through a Representative Curriculum.
- We always challenge discrimination and inequalities.
- We support our community to become active citizens.

We actively work to champion our differences by delivering a curriculum which provides and promotes positive representation through the choices we make for the lessons we teach, the diversity we celebrate in our assemblies and the varied cross-curricular projects we offer throughout the school year.

Equality and dignity in the workplace

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 with 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 and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

Equality & Diversity Objectives 2026-2030

At Gladesmore Community School, we are committed to creating and maintaining an inclusive environment that promotes equality and values diversity. In line with this commitment, we have established the following objectives to address areas where inequality has been identified through reviews and analysis of our activities and outcomes. These objectives will be regularly monitored by the Senior Leadership Team (SLT) and progress will be reported annually to the Governing Body for review and updates as needed.

Curriculum Intent, Implementation & Outcomes

- Close attainment and progress gaps between all pupils, particularly those from marginalised backgrounds, pupils eligible for free school meals, pupils with special educational needs and disabilities and looked-after children
- Further enhance equality and diversity through our curriculum offer

- Provide additional support for pupils with medical needs to ensure their access to education is not limited by their circumstances

Personal Development

Strengthen the personal development of pupils by:

- Reinforcing Gladesmore's commitment to being an Anti-Racist school through our Representation Pledge and our REACH values
- Cultivating high aspirations for and among pupils through our Gladesmore Character Conduct
- Expanding access to a wide range of extra-curricular opportunities

Behaviour and Attitudes

- Through our Representative Curriculum, actively challenge stereotypes and promote positive representations of individuals and marginalised groups with protected characteristics
- Celebrate and encourage cultural understanding and awareness of different religious beliefs among various ethnic groups within our school community

Leadership and Management

- Strive for a staff and governing body that reflects the diversity of our local community in terms of ethnicity, religion and language
- Appoint a Governor(s) who will focus on Anti-Racism at Gladesmore Community School
- Work towards the Anti-Racism Award with Leeds Beckett University