



Balksbury Federation

Equality Statement, Information and Objectives

2023 - 2026

Introduction

At Balksbury Federation, we pride ourselves on the diversity of people who make up our federated community, and we value the varied contribution that everyone can make to this; we are committed to equality and diversity and this is fundamental to our identity as a federation.

The federation is committed to ensuring equality of opportunity for all children, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the federation feel proud of their identity and ability to participate fully in school life.

The federation tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all so that all children and staff have the opportunity to fulfil their potential.

At Balksbury Federation, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us. Our culture and ethos promotes mutual respect and a sense of collaboration for all protected characteristics, and we recognise that equality will only be achieved by the whole federated community working together – our children, staff, governors and families.

The federation recognises that it has duties under the Equality Act 2010 and that the public sector equality duty has three aims, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The federation will ensure that these three aims are met by:

- Ensuring that everybody within the federated community is treated fairly
- Ensuring that the federation is a safe and secure environment for everyone
- Ensuring that the federation recognises that people have different needs and takes steps to support
- Ensuring that the federation fosters a strong and coherent sense of community

The federation recognises that it also has a duty under the Education and Inspection Act 2006 to promote community cohesion in developing good relations across different cultures and groups.

Equality in Admissions

Our admissions arrangements are conducted through Hampshire County Admission Policy and are fair and transparent, and do not discriminate on the grounds of race, gender, religion, belief, disability and socio-economic background.

The Federation's Commitment Through Teaching and Learning

At the federation, we provide all our children with the opportunity to succeed and to reach the highest level of personal achievement and development. We do this by:

- Ensuring equality of access for all children and preparing them for life in a diverse society
- Using materials that reflect the diversity of the federation and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for children to appreciate their own culture and celebrate the diversity of other cultures
- Providing opportunities and recognising, respecting and valuing difference. We promote difference and diversity as a strength of the federation. We take account of differences and strive to remove barriers and disadvantages which people may face
- 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
- Fostering positive attitudes and relationships which are built on mutual respect
- Fostering a shared sense of belonging. We want all members of our federated community to feel a sense of belonging and to feel respected and able to participate fully in an inclusive federated life
- Being committed to respond swiftly to any incidents of discrimination, harassment and victimisation. The federation will ensure that all staff and children within the federation operate within the requirements of equality legislation and where necessary deal firmly with breaches of this statement

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.

Roles and Responsibilities

The Governing Body will be responsible for ensuring that the federation complies with legislation, and that this policy and its related procedures and action plans are

implemented, and that arrangements are in place to deal with any concerns or unlawful action that arises.

The Executive Headteacher and Leadership Team is responsible for implementation of this statement, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this statement to:

- Promote an inclusive and collaborative ethos in their practice
- Raise any prejudice-related incidents that may occur with the Leadership Team with immediate effect
- Work within the expectations of the federation to ensure that the curriculum is planned and delivered with equality as forefront
- Work within the expectations of the federation to ensure there is support pupils in their class who have additional needs

Equality Objectives 2023 to 2026

Through our commitment, and to further support equality and raise standards we will:

- Objective 1:** Continue to find opportunities to celebrate diversity and difference within the federated community and curriculum including deepening assemblies to connect the diversity for our families from around the world
- Objective 2:** Strive to achieve our EAL Excellence Bronze Award
- Objective 3:** Ensure that members of staff, including temporary staff (including students) are supported with their diverse and individual needs

Statement Review: Autumn 2026