



Moorside High School

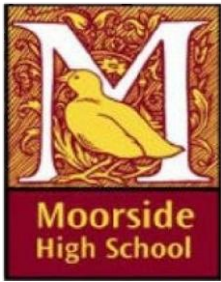
Inclusion

Equality,

Diversity, And

Statement

rev. 2023.01



Equality, Diversity, and Inclusion Statement Introduction

Moorside High School is in the process of developing a robust programme to embed a culture of Equality, Diversity, and Inclusion (EDI), to ensure that the whole school community has an equal opportunity to maximise their potential, and all are valued and are treated with respect.

During this process our school will review practice and together with our Governing Body will develop a consultative-led strategy which will incorporate a wider stakeholder engagement that will result in a 3-to-4-year strategic plan.

We aim to have an established working party for our school by September 2023.

Embedding an Equality, Diversity, and Inclusion Framework 2023 – 2025

Our commitment to equality and diversity underpins and influences all aspects of our school.

This is a long-term commitment to change. We aim to have a completed Cultural Competency Framework Assessment (CCFA) for our school by March 2024.

Once completed the information will be used to develop the broad framework of our EDI strategy. Once the strategy is in place this will then be shared with Governors, staff, pupils and wider stakeholders for their feedback in May 2024. This will then enable us to address any identified gaps through a range of short and medium-term equality actions for our school.

The CCFA will be based on 7 themes linked directly to EDI:

1. Leadership and Organisational Development
2. Governance Process

3. Curriculum Design and Delivery
4. Inclusive and Diverse Workforce
5. EDI Related Policies and Procedures
6. Community Engagement and Partnerships
7. Performance and Monitoring

Using the Cultural Competency Assessment Framework, we aim to develop a draft 3-year Equality Strategy / Policy to be reviewed annually.

Our interim Equality Duty Statement 2023 – 2024

This statement describes how, ahead of the full review the school intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to our pupils and staff.

The Public Sector Equality Duty requires our school to publish information about qualities specifically taking into account protected characteristics.

There are nine protected characteristics:

1. Age
2. Disability
3. Ethnicity and Race
4. Gender
5. Gender identity and reassignment
6. Marriage and Civil Partnerships
7. Pregnancy / Maternity and Breast Feeding
8. Religion and Belief
9. Sexual Identity and Orientation

The information that we publish and analyse will be clearly linked to the three main components of the Public Sector Equality Duty:

1. **Eliminate discrimination**, harassment and victimisation and other conduct prohibited by the Act.
2. **Advance equality** of opportunity by enabling all members of the school community to narrow the gaps.

3. **Foster good relations** to support, develop and achieve harmonious relationships across the school community.