



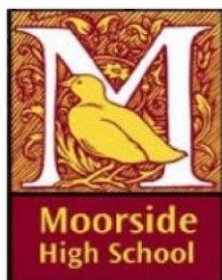
# Moorside High School

## Equality, Diversity and Inclusion Statement

Date Reviewed: May 2026

Date of Next Review: May 2027

Reviewed by: Full Governors



## Equality, Diversity and Inclusion (EDI) Statement

### Moorside High School

#### 1. Introduction

At Moorside High School, we are committed to fostering a culture where **equality, diversity and inclusion underpin all aspects of school life**. We aim to ensure that every member of our community—students, staff, families and visitors—feels **valued, respected and supported to achieve their full potential**.

Our approach recognises that equality is not about treating everyone the same, but about **removing barriers, addressing disadvantage and promoting fairness and opportunity for all**.

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#### 2. Legal Framework and Statutory Duties

This statement is underpinned by the requirements of:

- The **Equality Act 2010**
- The **Equality Act 2010 (Specific Duties) Regulations 2011**
- The **Public Sector Equality Duty (PSED)**

Under the Equality Act 2010, it is unlawful for schools to discriminate against pupils or staff on the basis of protected characteristics. [[csie.org.uk](https://www.csie.org.uk)]

The Public Sector Equality Duty requires the school, in exercising its functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups [[stmatthews...hool.co.uk](https://stmatthews...hool.co.uk)]

In addition, the school must:

- Publish **equality information annually**
- Set and review **equality objectives at least every four years** [[bmprimary.org.uk](https://bmprimary.org.uk)]

The school will also ensure compliance with the **most recent Equality and Human Rights Commission (EHRC) guidance for schools**, including updates to guidance published and reviewed through 2024–2025. [[equalityhu...rights.com](https://equalityhu...rights.com)]

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### 3. Protected Characteristics

In line with the Equality Act 2010, the school recognises the following protected characteristics:

1. Age (relevant to employment)
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including ethnicity and nationality)
7. Religion or belief
8. Sex
9. Sexual orientation [[legislation.gov.uk](http://legislation.gov.uk)]

We are committed to ensuring that no individual or group is treated less favourably because of these characteristics.

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### 4. Our Commitment

Moorside High School will:

#### 4.1 Eliminate Discrimination

- Promote a safe environment where discriminatory behaviour is challenged
- Ensure policies, practices and curriculum do not disadvantage any group
- Address incidents promptly, in line with the behaviour and safeguarding policies

#### 4.2 Advance Equality of Opportunity

- Identify and remove barriers to participation and achievement
- Use data to monitor and reduce gaps (e.g. attainment, attendance, behaviour)
- Provide appropriate **reasonable adjustments**, particularly for pupils with disabilities or SEND

#### 4.3 Foster Good Relations

- Promote respect, understanding and tolerance
- Provide opportunities for students to engage with diverse perspectives
- Strengthen relationships within the school and wider community

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### 5. Embedding Equality, Diversity and Inclusion

Our EDI approach is embedded through a structured and continuous improvement cycle. The school adopts a **whole-school framework** aligned to best practice, including the following strands:

1. Leadership and organisational development
2. Governance and accountability
3. Curriculum design and delivery
4. Inclusive and representative workforce
5. Policies and procedures
6. Community engagement and partnerships
7. Performance monitoring and evaluation

This framework supports a **strategic and evidence-informed approach to EDI**, ensuring that actions are meaningful and measurable.

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## 6. Strategic Planning and Review

The school will:

- Maintain a **rolling Equality Action Plan (3–4 years)**, reviewed annually
- Regularly evaluate practice through self-assessment and stakeholder feedback
- Engage with staff, students, parents/carers and governors in shaping EDI priorities
- Report progress to the Governing Body and publish key information on the school website

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## 7. Accountability and Monitoring

The Governing Body and Senior Leadership Team are responsible for ensuring that:

- Equality duties are **actively considered in decision-making**
- Equality Impact Assessments (EIAs) inform policy development where appropriate
- Relevant data is analysed and used to drive improvement
- Compliance with statutory duties is **evidenced and recorded**

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## 8. Links to Other Policies

This statement should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- SEND Policy
- Attendance Policy
- Anti-Bullying Policy

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## 9. Review Cycle

This statement will be reviewed **annually**, with equality objectives formally reviewed at least every **four years**, in line with statutory requirements.

