EQUALITY AND DIVERSITY STATEMENT

The school is required to hold and publish information about how we comply with the Public Sector Equality Duty. This is addressed within our Equality and Diversity Statement below.

LEGAL DUTIES

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. We are committed to ensuring equality of opportunity for all pupils, 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 school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Pegasus School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

EQUAL OPPORTUNITIES

At Pegasus School we pride ourselves on the diversity of people who make up our school community; and we value the varied contribution that everyone can make to our learning.

We believe that all children, regardless of age, race, disability, sexual orientation or class, can have high aspirations and that the school's task is to help them all achieve their potential. In order to achieve this, we will ensure that all areas of the curriculum are suitably resourced in ways that reflect a range of cultures and that encourage children to respect each other's' languages and background.

We will similarly encourage parents and carers to share their children's experiences and to offer their own as an aid and encouragement to learning. We will confront and discuss racist, homophobic and sexist language or conduct; and through the positive enforcement of our behaviour policy, we will do our best to ensure that all individuals in the school, including visitors, feel safe and are treated with consideration when they are with us.

EQUALITY IN TEACHING AND LEARNING

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement.
We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice

- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents and carers in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

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.

EQUALITY OBJECTIVES
(2025 – 2028)

- To promote diversity within the curriculum and resources with specific reference to SEND, race, religion, different family models and gender and reduce any homophobia, sexism and racism by children in school.

- To promote appropriate use of language by adults who support our children. There will be no public labelling of children.

- Recognise, respect and celebrate differences.

- Foster positive attitudes and relationships and a shared sense of cohesion and belonging in our diverse community.

- Observe good equalities practice in staff recruitment, retention and development.

BREACHES

Breaches to this statement will be dealt with as determined by the Head Teacher supported by SENAD Proprietors

MONITORING AND REVIEW

Every three years, we will review our equality objectives.

Our objectives will sit in our overall school improvement plan and will be reviewed as part of this process.

The Senior Leadership Team at Pegasus School regularly review the progress we are making towards meeting our equality objectives and report annually on any matters arising from our monitoring of this.

November 2026