

# EQUALITY

Mossbourne Victoria Park Academy is an inclusive academy where we focus on the well-being and progress of every pupil and where all members of our community are of equal worth.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

The following Key Principles inform our approach to equality:

## **1. All learners are of equal value**

- Whatever their ability, economic circumstances, ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

## **2. Recognising, respecting and valuing difference and understanding diversity**

- We take account of differences and strive to remove barriers and disadvantages which people may face in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

## **3. Fostering positive attitudes and relationships**

- We actively promote positive attitudes and mutual respect between groups and communities different from each other.

## **4. Fostering a shared sense of cohesion and belonging**

- We want all members of our academy community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in academy life.

## **5. Observing good equalities practice for our staff**

- We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion and in continuing professional development.

## **6. Having the highest expectations of all our pupils**

- We expect that all pupils can make good progress and achieve to their highest potential

## **7. Working to raise standards for all pupils, but especially for the most vulnerable**

- We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.