

# The Community College Whitstable Equality Information and Objectives Statement



**To be reviewed and agreed by Governors at the Full Governing Body meeting on 9 November 2017.**

**GS**

**Mr Graham Saltmarsh, Chair of Governors**

**Date:**

**AGI**

**Mrs Ana Gibson, Headteacher**

**Date:**

This statement will be reviewed every four years but will be amended before then if required, and published annually.

**Next review due:** November 2021.

## Equality Information and Objectives Statement

The Community College Whitstable is an inclusive school where we focus on the wellbeing and progress of every pupil through our core values of; Respect, Resilience, Honesty and Achievement.

We seek to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities and through this have regard to the protected characteristics of the Equality Act 2010.

To this end, we have developed our Core Values, Vision and Beliefs:

### Values

To develop the whole individual, promoting respect, resilience, honesty and a strong work ethic.

### Vision

To be the school of choice for the local community providing high quality education for all, encouraging an enthusiasm for life-long learning.

### Beliefs

That knowledge underpinned by curiosity and a commitment to self-improvement, is at the heart of our school and allows pupils to flourish creatively, becoming successful independent thinkers.

**Respect** – respect comes first. We value respect for others and respect for ourselves. Care, courtesy and consideration cost nothing, and we expect kindness because it makes our school a happier place. We appreciate the advice and experience of staff who work in our school. We believe a respect for others in our school and also in the wider community is paramount in and we actively celebrate diversity, culture and identity. We value inclusion and encourage those who need extra support.

**Honesty** – We value Honesty and integrity, and believe strongly that this is an essential aspect of becoming a respected member of our community. All members of the school community are encouraged to model these behaviours and act in a manner that we would all be proud of.

**Achievement** – achievement is the core purpose of our school. We are 'Putting Learning First'. We value learning and encourage progress so that we can all have the opportunity to reach our potential. We celebrate our success from both inside and outside school.

**Resilience** – we value effort and the determination to keep trying when we have made a mistake. We want to develop independence as we grow. Developing mental toughness will help us to respond to pressures we might face in our lives.

The Equality Act 2010 details the following protected characteristics:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;

- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Through our core values we will make all reasonable steps to carry out our duty towards the protected characteristics of the Equality Act 2010.