

King's Wood School and Nursery

Equality Statement

King's Wood School and Nursery welcomes its duties under the equality act 2010. We are committed to promoting equality of opportunity for pupils, staff and parents and to eliminating all forms of discrimination. We seek to promote harmonious relationships with all stakeholders and within the wider community.

The 3 general duties of the 2010 Equality Act are:

- Eliminate discrimination, harassment and victimisation
- Promote equality of opportunity
- Foster good relationships between different groups of people

Characteristics of the school:

Kings Wood is situated within the culturally diverse area of Totteridge, High Wycombe. The numbers of boys and girls are approximately equal. A significant number of pupils are disadvantaged with approximately 30% of pupils receiving pupil premium funding. On average 5% of children have an Education and Healthcare Plan (EHCP) with a further 10% of children requiring a support plan for Special Educational Needs (SEN). Generally, we have around 40% of children who have English as a second language (EAL) and 70% from ethnic minority communities.

We have more female members of staff than male. Staff are from a range of cultural backgrounds and age groups. We always seek to represent the community we serve in our appointments.

We respect all members of our school community as individuals, taking account of their protected characteristics in relation to their race, religion, beliefs, disability, sexual orientation, family background, gender, gender reassignment, age, marriage and civil partnerships, pregnancy and maternity/paternity and ability.

We are compliant with equality legislation and have due regard to equality implications in all the work we do and in our policies. We have an equality governor, who is appropriately trained, and governors take account of equality legislation when over-seeing the school's policies and practice.

Our equality objectives for 2020-2024 are:

Objective	Actions	Who	When completed	Impact
To continue to raise standards of all pupils and to narrow the attainment gap between any under-performing groups	At least twice annually review pupil progress and make any necessary changes		On going	
To review the curriculum annually with regard to equality in all areas including activities outside the classroom				
To further promote good relationships between all parents and the school				
To ensure that all policies meet the equality objectives	When policies are reviewed check further for equality implications	JF and governors	On going	