



At Thomasson we seek to value everyone, our school is committed to equality in practice. We welcome and embrace our legal duties to eliminate discrimination and to promote community and equality of opportunity for everybody.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with race, gender and disability and aims to ensure that:

- All adults and pupils treat each other with respect
- All groups of pupils make good progress and that employment practice is fair and does not discriminate
- Thomasson Memorial School is a school committed to producing pupils who are good citizens

We have considered how well we currently achieve these aims with regard to protected groups under the Equality Act and we have also involved staff, pupils, parents, and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and right to be safe and this is embedded in all aspects of school life.
- Questionnaires to gain feedback from pupils, parents and carers, governors and staff
- Workshop sessions open to all parents in areas such as reading, phonics, numeracy, and esafety
- Ensure pupils with additional SEN needs make good progress
- The school curriculum is designed to enable children to understand and respect diversity
- Positive behaviour strategies
- A building adapted to meet the needs of all its pupils
- All racist, discriminative incidents are recorded and dealt with sensitively
- The school works with the local community, including charities, to promote cultural diversity

Thomasson Memorial School Equality Objectives:

- Improve accessibility of the website so it contains more BSL content and interpreted access for staff and deaf families.
- Ensure all pupils regardless of ethnicity, age, gender, additional needs, religious beliefs or disability make good educational progress
- Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.