WOODLANDS SCHOOL

Equality information and objectives statement

Equality Information and Objectives Statement (Updated September 2026)

Opening statement

We welcome our duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED). The school's general duties with regard to equality are:

- Eliminating discrimination, harassment and victimisation.
- Fostering good relations across all characteristics within the school community.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and inclusion for all. Our school also recognises the importance of supporting neurodiverse individuals, intersectional identities, and ensuring digital and physical accessibility across all school environments. Our school are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims and commitments

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive and needs-led curriculum that reflects the diversity of our pupils and community, ensuring equitable access for those with complex communication or sensory needs.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace (2026 update)

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.

- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. We ensure reasonable adjustments and accessibility for all staff, including those with disabilities or neurodiverse conditions. All staff members are obliged to act in accordance will the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

We ensure that

- We invite applications from all members of the community
- Stakeholders from a wide range of backgrounds, experiences and views are invited to be part of our community
- We actively challenge negative attitudes

Inclusion

We ensure that we

- Set suitable learning challenges
- Respond to pupils' diverse needs
- Overcome potential barriers to learning and assessment for individuals and groups of pupils.
- Ensure that where appropriate children are given opportunities to work alongside their mainstream peers either in school or in a mainstream setting
- Look for opportunities for inclusion beyond the school environment

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.