**EQUALITY STATEMENT and OBJECTIVES**

At Smannell Field School, we are committed to ensuring equality of opportunity for all students, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the School feel proud of their identity and ability to participate fully in School life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Smannell Field School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

**Equality in Teaching and Learning**

We provide all our students with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

* Ensuring equality of access for all students and preparing them for life in a diverse society
* Using materials that reflect the diversity of the School, population and local community without stereotyping
* Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
* Providing opportunities for students to appreciate their own culture and celebrate the diversity of other cultures
* Seeking to involve all parents in supporting their child’s education
* Utilising teaching approaches appropriate for the whole School population which are inclusive and reflective of our students.

**Equality in Admissions and Exclusions**

Access to our School is fair and transparent and we do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

**Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the School reflects the diversity of our community. The School has a full and separate [Equalities Policy](http://www.avonmore.lbhf.sch.uk/policies/). Please consult this for further details if you wish.