Alde Valley Academy

EQUALITY AND DIVERSITY STATEMENT

Aspire and Achieve • Lead with Kindness • Stronger Together

At Alde Valley Academy, everyone deserves to feel safe, respected and valued. We celebrate the diversity of our community and are committed to providing the support and opportunities that enable every pupil to achieve their potential.

Equality, diversity and inclusion underpin our teaching, relationships and decisions. We recognise that people face different barriers and may need different support to participate fully and succeed.

OUR COMMITMENT TO EQUALITY

We are committed to eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity and promoting positive relationships between people from different backgrounds.

We respect the protected characteristics recognised by the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We apply the relevant legal protections within education and employment, recognising that their application differs between these settings.

Our commitment extends to pupils, staff, families, trustees, academy councillors, volunteers and visitors. We also recognise barriers associated with disadvantage, caring responsibilities, care experience, language and family circumstances, and work to prevent these from limiting opportunity.

1. Aspire and Achieve

High expectations for every learner

We believe that every pupil can develop their knowledge, skills and confidence through effective teaching, practice, feedback and appropriate support. We avoid fixed ability labels and ensure that our language, grouping and classroom practice sustain ambition for all. Recognising individual needs informs support and challenge.

Fair opportunities and support

We work to reduce differences in achievement, attendance and participation between pupil groups, including boys and girls, disadvantaged pupils and pupils with special educational needs and disabilities. We seek to understand individual barriers and provide appropriate support while maintaining high expectations.

An ambitious and inclusive curriculum

We promote spiritual, moral, social and cultural development throughout school life. Our curriculum challenges stereotypes, reflects diverse experiences and contributions, and helps pupils understand equality, rights and responsibilities.

Experiences that broaden horizons

We provide opportunities to encounter different cultures, perspectives and ways of life through learning, enrichment and experiences beyond the classroom. We work to remove financial, physical and other barriers to trips, clubs, careers activities and pupil leadership.

2. Lead with Kindness

Respect in everyday life

We expect everyone to treat others with dignity, empathy and consideration. Through direct teaching, assemblies and everyday interactions, we develop pupils' understanding of difference and their ability to discuss beliefs and experiences respectfully.

Challenging prejudice and bullying

We work towards a community free from prejudice-related bullying, harassment and discriminatory language. We explicitly challenge homophobic, biphobic, transphobic, racist, sexist, disability-related and religion-related prejudice, including online behaviour.

Concerns are taken seriously, addressed fairly and followed by appropriate support and education. We support those affected and protect people from victimisation for raising a concern or helping others to do so.

Disability inclusion and accessibility

We promote understanding of disability, including disabilities that are not immediately visible. We listen to disabled pupils, staff and families, make reasonable adjustments and work to improve access to learning, facilities, information and wider school life.

3. Stronger Together

Listening and belonging

We want every member of our community to feel that they belong and can contribute. Pupil voice helps us understand experiences of school, identify barriers and improve provision. We actively seek perspectives that may otherwise be less readily heard.

Working with families

We build respectful partnerships with parents and carers. We aim to communicate clearly and accessibly, providing alternative formats, language support or other appropriate adjustments where needed so that families can participate in school life.

Fair employment and professional development

Working within Kingfisher Schools Trust's policies, we promote fair recruitment, access to training and career progression. We value a diverse workforce, support reasonable adjustments and expect an inclusive working environment in which staff are treated with dignity and respect.

Putting Our Commitment into Practice

We consider equality when developing policies, making decisions and reviewing school provision. We provide appropriate guidance and development so that staff can uphold these commitments consistently.

This statement sits alongside our equality objectives, accessibility plan, SEND information report, safeguarding, anti-bullying, behaviour and complaints policies, and relevant Trust employment policies.

RAISING A CONCERN

Pupils can speak to any trusted adult in school. Families and visitors can contact the academy on **01728 830570** or via email at **enquiries@aldevalley.suffolk.sch.uk**. Staff can raise concerns through the relevant school or Trust procedures.

We will listen carefully, respond sensitively and fairly, and take appropriate action.

Everyone belongs. Everyone deserves respect. Everyone should have the opportunity to thrive.