

The Equalities Act 2010 requires us to publish information that demonstrates we have due regard for the need 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 and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Phoenix Arch School is committed to equality, therefore:

- We try to ensure that everyone around us is treated fairly and with respect.
- We endeavor to make sure our school is a safe, secure and stimulating place for everyone.
- We promote an understanding that education should be an active, independent and life learning process for us all.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra specific individual support is needed to help them to achieve and be successful.
- We consult with different groups before we make decisions, for example: talking to our Governing Body, School Council, parents and carers and staff.
- We aim to make sure that no-one is discriminated against because of their age; any disability they may have; their ethnicity, colour or national origin; their gender or sexual identity or their religion or beliefs.
- We share a commitment to preparing our pupils to make a positive contribution to their school, the wider community and the world.

Our equality objectives are

- To merge our existing BESD pupils with the new intake of ASD pupils and promote understanding in relation to people and disability.
- To engage parent and carers and encourage them to work more closely with school to improve behaviour and educational outcomes.
- To promote cultural development and understanding through a rich range of experiences in and beyond the local community.

If you want a copy of the Equality and Information Objectives please contact the school.