

Equalities Statement

At Roman Fields all young people are offered a broad, balanced, stimulating and relevant curriculum regardless of their background, culture or ability. Each young person is valued for who they are and what they bring to the provision. We appreciate and celebrate the richness of diversity within the provision community as well as the wider community. Through the work we do across the provision on developing values, we actively promote the importance of tolerance, co-operation, courage, determination, friendship and respect. Through this approach, young people develop independence, confidence and integrity which prepares them for their future lives.

Equality Aims:

Close the gap in performance between different groups of learners.

The attainment of different groups of learners (however small) is scrutinised rigorously e.g. Looked After Children, Gypsy, Roma and Traveller young people, different categories of SEN, learners with English as an additional language, learners eligible for FSM.

This is monitored through;

- Data Collection and analysis
- Learner target-setting arrangements
- Learner targets in exercise books
- Pupil Progress meetings
- Evaluation of Interventions
- All aspects of the curriculum (including activities and events that embody the commitment to equality).

Encourage learners how to recognise, challenge and report different forms of bullying, prejudice, racism, stereotypes, injustice and inequality.

The curriculum teaches diversity, facilitates an understanding of multiple identities, and challenges stereotyping. This is evidenced in and monitored through;

- Schemes of work
- Lesson plans
- Resources and materials are routinely monitored to ensure they reflect inclusivity and equality.
- Curriculum mapping - to ensure that diversity is embedded not just in PHSE, humanities, English literature, music and drama but across the whole curriculum.

Ensure that all members of staff access continuous professional development and guidance in Diversity.

This is evidenced through;

- Details of the provision's CPD programme.
- Record of staff briefings.
- Record of staff attendance at relevant local, regional and national conferences.
- Relevant details of the induction programme for new members of staff.

- Induction programme evaluation forms or feedback

The provision's commitment to equality is communicated to all members of the extended provision community (including staff, management committee, learners, parents/carers and visitors) in a variety of ways. This comprises the inclusion of our Equalities statement in all provision policies, consistent feedback to Management Committee, amongst a variety of other things. We welcome comments from families and encourage participation in supporting young people exploration of what can be sensitive issues.

[[Link](#) to Equalities and Diversity Policy - 2017]