

The Westlands Secondary School Equality Duty Statement

The Westlands School is an inclusive school where we focus on the wellbeing and progress of every pupil through our core values of; Respect, Achievement, Diversity, Aspiration, and Resilience. We seek to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities and through this have regard to the protected characteristics of the equality Act 2010.

R A D A R



Respect— respect comes first. We value respect for others and respect for ourselves. Care, courtesy and consideration cost nothing, and we expect kindness because it makes our school a happier place. We appreciate the advice and experience of staff who work in our school.

Achievement— achievement is the core purpose of our school. We value learning and encourage progress so that we can all have the opportunity to reach our potential. We celebrate our success from both inside and outside school.

Diversity— we embrace the fact that we come from different backgrounds. This diversity makes our school a more interesting and inspiring place. We value inclusion and encourage those who need extra support.

Aspiration— we really do believe in our motto that at our school we 'Expect More'. We aim to develop skills for a life of learning. We value ambition, both at school and in developing our character.

Resilience— we value effort and the determination to keep trying when we have made a mistake. We want to develop independence as we grow. Developing mental toughness will help us to respond to pressures we might face in our lives.

The equality Act 2010 details the following protected characteristics:

- age;
- disability;
- gender reassignment;

- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Through our core values we will make all reasonable steps to carry out our duty towards the protected characteristics of The Equality Act 2010.

Adopted August 2017

Review date August 2021