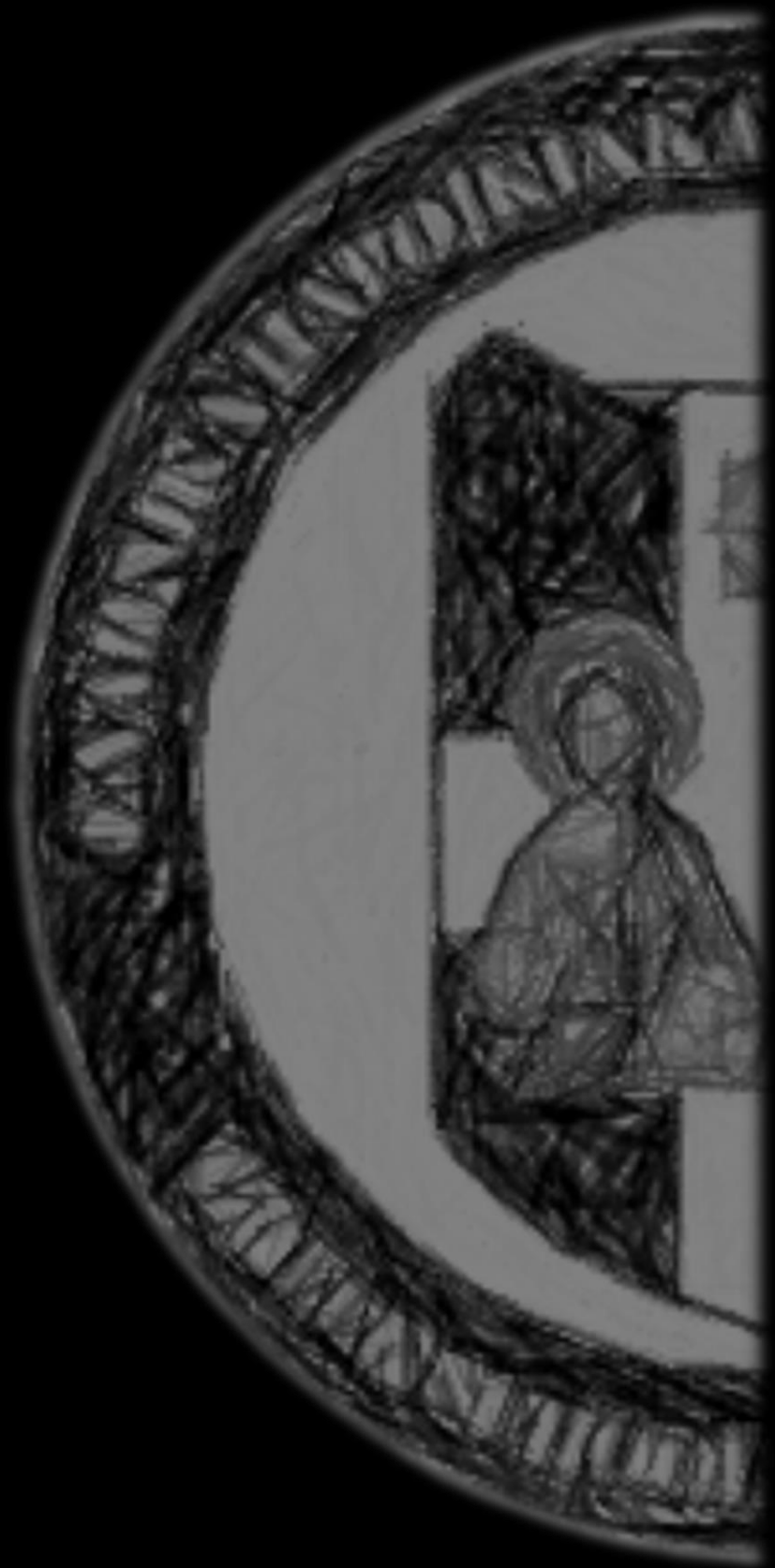


**Greek School  
*of*  
Ayia Triada  
Birmingham**

*Equality  
Statement*



# Contents

	<b>Page</b>
1. Legislative Background	<b>3</b>
2. Our Vision Statement	<b>3</b>
3. Our Duties	<b>4</b>
4. Our Objectives	<b>5</b>
5. Version Control	<b>6</b>

## Legislative Background

Equality legislation serves to protect individuals and advance equality, yet inequalities persist in the UK despite over four decades of legislative efforts. In East Sussex, as in the national context, certain groups of children face disparities in progress, achievement, and later life opportunities. Recognizing diversity and promoting inclusive and equality practices are vital to addressing these disparities.

The Equality Act 2010 streamlined and harmonized existing legislation, focusing on protected characteristics:

- Age (for staff only)
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Act introduced a single Public Sector Equality Duty (PSED) on public bodies, including maintained schools and academies.

## Our Vision Statement

The Greek School of Ayia Triada Birmingham seeks to cultivate warm, welcoming, and respectful environments. We aim to challenge discrimination and inequality, resolve conflicts peacefully, and foster a learning environment free from harassment and violence.

We acknowledge both similarities and differences among individuals and groups, striving to ensure that differences do not hinder participation, access, or learning. Our aim is to create inclusive processes and practices where the diverse needs of

individuals and groups are identified and met. Recognizing that equality cannot be achieved by treating everyone the same, we embrace our similarities and seek enrichment from our differences to promote understanding and cohesion within our communities.

## Our Duties

We recognize and accept our equality duties as outlined in the Equality Act 2010. We actively involve the entire school community in developing policies to ensure better outcomes for all. We ensure that decisions and policies do not disproportionately negatively impact persons with protected characteristics. Furthermore, we foster positive relationships among different groups within our school community.

We also adhere to the United Nations Convention on the Rights of the Child and acknowledge our duty to prevent individuals from being drawn into terrorism (The Prevent Duty 2015). Additionally, we promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

The Children's Act 2014 outlines our duty to make arrangements for supporting pupils with medical conditions.

At the Greek School of Ayia Triada Birmingham, we celebrate diversity as a strength to be respected and embraced by all who learn, teach, and visit us.

## Our Objectives

**Objective 1:** To enhance pupil representation and foster inclusive relationships within the school community by expanding the traditional school council to ensure fair representation of all pupils, irrespective of protected characteristics.

**Rationale:** This objective aims to ensure that all groups within our school community are equitably represented and have a voice in decision-making processes.

**Implementation Plan:** We will encourage pupils from diverse backgrounds to apply for pupil leadership positions and provide support throughout the application process. Staff will monitor representation across pupil groups during recruitment to pupil leadership roles.

**Objective 2:** To develop pupil understanding of equality and diversity by integrating these principles into the school ethos, curriculum, and practices, with the support of the Anti-bullying alliance towards achieving accreditation.

**Rationale:** This objective aims to promote character development and equip pupils with the skills and values necessary to navigate a diverse and inclusive society.

**Implementation Plan:** We will embed aspects of equality and diversity into our language curriculum and work towards achieving accreditation from the Anti-bullying alliance.

**Objective 3:** To promote cultural development and understanding through a diverse range of experiences both within and beyond the school environment.

**Rationale:** This objective seeks to cultivate appreciation for cultural diversity and especially and foster strong relationships within local, national, and global communities.

**Implementation Plan:** We will provide planned opportunities across our year groups for cultural engagement, ensuring that children have access to a wide range of cultural activities and experiences throughout their educational journey.

# Version Control

The Equality Updates every five years or when there are fundamental legislative changes.

April 2024 – April 2029