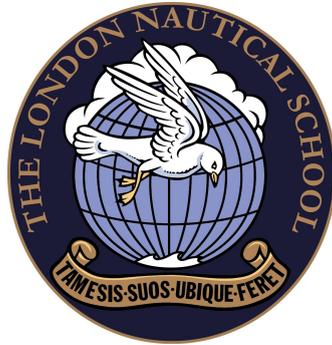


# The London Nautical School



Equality Policy and Statement

2020

**N**autical ethos of mutual respect, hard work, self-discipline and care for others leading to learning to become a self-disciplined leader

**A**chievement: learn and achieve beyond my expectations within an internationally-enriched and expansive curriculum, using world-class technology, with people who care

**U**nderstanding of me as an individual: staff who know me by name and help make my experience of school rich and happy

**T**eaching that inspires me, that challenges me, that gives me a lifelong love of learning

**I**nteract with our local community and develop strong partnerships between it, school and home.

**C**are and value my education and to be challenged, engaged and excited about learning

**A**spire to make a difference through our academic, moral and social formation

**L**earn and prepare for life beyond school and learn to respect the world around us displaying tolerance and an open attitude of mind.



# Equality Statement

Our school aims to be a safe community for all, irrespective of age, gender, disability, sexuality, ethnicity or social/economic status.

We recognise the importance of having a diverse community of students and staff who value one another and are proud of their identities. We strive to promote the contributions students and staff can make to one another.

It is our duty, as students and staff, to work together to eliminate discrimination in all forms. To be courageous and help those in need and promote an environment where all are encouraged to succeed and seize opportunities to fulfil their potential.

## Equality Objectives

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act says that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives are:

- Promotion of cultural understanding, awareness and respect of different religious beliefs between different ethnic groups within our school community.
- Monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and disabilities.
- Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Continue to improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
- Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
- Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

More information can be found here on the [Equalities Act 2010](#) and the [Public Sector Equality Duty](#).