



Equalities Statement

At Cobras AP Ltd, we are committed to promoting equality, diversity, and inclusion in all aspects of our work. We recognise and celebrate the unique backgrounds, experiences, and abilities of every pupil, staff member, and visitor, and we aim to create an environment where everyone feels valued, respected, and supported to succeed.

We believe that education is most effective when all learners feel safe, included, and able to fully participate in every aspect of school life.

Our Commitment

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by law.
- Promote equality of opportunity and foster positive relationships between people who share a protected characteristic and those who do not.
- Encourage a culture that celebrates diversity, fairness, and respect.
- Ensure all policies, procedures, and practices are inclusive and accessible.
- Provide staff with the knowledge and training needed to embed equality in everyday practice.

Protected Characteristics

We recognise and protect individuals from discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Our Approach in Practice

- Inclusive curriculum design that meets the diverse needs of learners.



- Fair and transparent recruitment and employment practices.
- Adaptations and reasonable adjustments to remove barriers to participation.
- Staff training to develop awareness of unconscious bias, SEND, and cultural diversity.
- Monitoring and evaluation to ensure continuous improvement and compliance with equality legislation.

We also work closely with pupils, families, and partners to ensure that our provision reflects the community we serve and responds to the needs of all learners.

Our Culture

We believe equality is everyone's responsibility. Every member of our community plays a role in promoting a culture of respect, understanding, and inclusion. We expect all staff and pupils to treat one another with dignity and kindness at all times.

Accountability

The Director has overall responsibility for ensuring compliance with equality legislation and that this statement is reflected across all policies and practice. All staff have a shared duty to promote equality, challenge discrimination, and act as positive role models for our pupils.

Last reviewed June 2025

