THE CHRISTIAN ETHOS OF IMMANUEL COLLEGE

Immanuel means 'God with us'

We believe at Immanuel that we are 'All God's Students'. This belief is the basis of our desire to create and promote a community where all people can feel valued, safe and respected.

OUR STATEMENT:

The staff and Governors of Immanuel College are committed to ensuring that equality of opportunity is available to all members of the college community. This means that we do not simply treat everybody the same, we also seek to understand the diversity within our college community and tackle any identified barriers, which could lead to unequal outcomes for different groups within college, and we celebrate and value the achievements and strengths of all members of the college community.

As part of the BDAT Trust and family of schools the College believes in and adheres to both the Trust's Equality and Diversity and Equal Opportunities policies. With this in mind the College has also set the same objectives as those set out in the Trust's Policies and they are:

- For employees and governors to understand the College's responsibility surrounding equality and diversity, and to be aware of current legislation
- To promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities
- To actively close gaps in attainment and achievement between students for all groups; especially those eligible for Pupil Premium, those with SEND needs, Looked After Children and those that form minority ethnic groups
- The review the curriculum at all Key Stages to ensure that it represents the diverse culture of society and encourages tolerance and respect
- To monitor the incidence of the use of racist, sexist and homophobic language by students in our College
- To promote mental health awareness and develop appropriate interventions

Any queries regarding this statement should be directed to the Business Manager at the College.