



EQUALITY OBJECTIVES 2019

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.

Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for students.

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- As a public organisation, we are required to:
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve these objectives.

Our Equality Objectives are:

Objective 1: To promote equality, celebrate diversity and to be fully inclusive. We will aim to achieve this by:

- Being champions for our more vulnerable students, those who are disadvantaged, looked after (or previously looked after) or have SEND
- Ensuring that we are fully educated around the diverse needs of our students by exploring the latest research and having appropriate staff training
- Having a curriculum that is inclusive and does not discriminate against groups of students or individuals
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- To provide an environment that welcomes, protects and respects diverse people
- Ensuring that all students are given the opportunity to make a positive contribution to the life of the school
- To address cultural events through assemblies to increase student awareness and understanding of issues in different communities
- Providing opportunities for students, and their parents, to share their views and acting upon their suggestions
- Providing quality first teaching that meets the needs of all students and allows them to enjoy successful outcomes



- Providing a comprehensive CEIAG programme that broadens horizons and explores a range of career options for the students.

Objective 2: to promote equal opportunities for all staff, including staff development through:

- Transparent recruitment procedures which are open and encourage all eligible applicants for internal and external posts
- Ensure that staff are not discriminated against on any grounds: gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity
- Regular, meaningful professional development opportunities for all staff
- Commitment to Investors in People
- Providing opportunities for all staff to share their views and, where appropriate, act upon their suggestions
- To actively seek to reduce unnecessary workload to support work-life balance
- To promote the well-being of all staff through the 'Well-being Group'.