

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 individuals or treat them less favourably because of their gender; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). 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:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our various policies and procedures from United Learning which oversee the way the school works
- Publish Equality Objectives which are specific and measurable.

We give guidance to staff and the wider school community on our approach to promoting equality

Our Equality Objectives reflect the school's mission and values and are embedded in our policies and procedures. We aspire to be an inclusive community which values aspirational and ambitious learners. Our school community is based on the three core values of respect, ambition and resilience.

Our Equality Objectives are:

- To continue to provide a school environment that is based on the values of respect, ambition and resilience
- To continue to close the gaps in attendance, behaviour, attainment and achievement between groups of children in the school with a particular focus on closing the gaps for:
 - Children in receipt of Pupil Premium
 - Looked After Children
 - Children with Special Educational Needs and Disabilities
- To ensure that all students are given the opportunity to be ambitious and aspirational, focusing on developing greater personal development opportunities for all students through our Student Charter
- To become an inclusive community through eradicating the use of homophobic, transphobic, misogynist, racist, religious intolerance acts and any other discriminatory acts in the school. This will be done through high standards, a clear Behaviour & Respect Policy and educating students against hatred
- To work in partnership with the Staff Forum, Parents, Governors, the Student Leadership

Team and Student Council to ensure that the views of all members of our community are listened to, building a truly inclusive community where all feel valued.

- To review and ensure site accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas and outside spaces