

# Equality Objectives

*The Equality Act of 2010 was introduced to ensure individuals were protected 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.*

*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 Equality and Diversity Policy*
- *Publish Equality Objectives which are specific and measurable*

*Equality Objectives 2019 – 2021:*

- *To ensure our curriculum provision, wider opportunities and community code ensure tolerance and respect for individuals and enable pupils to appreciate and value difference and diversity.*
- *To promote greater awareness of cultural and religious diversity through our assembly programme, external speaker programme, and curriculum provision.*
- *To further extend opportunities for BAME students to help shape school policy on diversity and equality.*
- *To extend the range of support that the LGBT allies offer students with these protected characteristics that require support, including transgender and gender questioning students.*

- *To improve support for students' mental well-being to help students remain in education through a school-wide approach that aims to promote resilience, recovery, ownership and empowerment.*
- *To continue to close gaps in students' performance through monitoring of performance data and responding and intervening where variations between groups of learners show further progress could be made.*
- *To further improve support for SEN students through training and monitoring of provision to assess impact and develop specific, person-centred support.*