



Equality Objectives Statement

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 and communities

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 improved outcomes for different groups.

Our Equality Objectives are:

- To ensure that all governors and staff understand and comply with current legislation surrounding equality and diversity, and understand their individual and collective responsibilities, and review relevant school policies and publications to ensure they clearly reflect the aim of inclusivity.
- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools:
- To tackle prejudice and promote understanding in relation to people with disabilities
- To provide an environment that welcomes, protects and respects diverse people
- To promote mental health awareness and develop appropriate support strategies.
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school
- To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community.
- Closely monitor and record incidents involving the use of any language that breaches our commitment to an open welcoming community and ensure consistent action by staff in response.
- To ensure we are actively closing gaps in attainment and achievement between pupils and groups of pupils; in particular, SEN pupils and non-SEN pupils and pupils eligible for the Pupil Premium and non-eligible pupils.

- To commit to improving accessibility across the College for pupils, staff, and visitors with disabilities.

Specific tasks relating to these objectives can be found within the School Development Plan.

December 2025

EXPECT TO ACHIEVE