

Equality information and objectives

Swanshurst School



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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors **The designated member of staff for equality will:**
- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Where needed, meet with a member of the governing body to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

4. Eliminating discrimination

At Swanshurst we have a strong commitment to fairness and equality in everything that we do.

- We try to ensure that everyone is treated fairly and with respect.
- We work hard to make sure that the school is a safe and secure environment for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some students extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents/carers, through our Student Council and/ or through staff consultation.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

Welcoming our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Students from certain ethnic and cultural backgrounds
- Students who are supported by the pupil premium
- Students who are disabled
- Students who have special educational needs

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Setting out standards of behaviour we expect from all students, including respecting others

- Dealing promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational needs, ethnicity and race, gender, gender reassignment, pregnancy, maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what actions we have taken. We provide training to all staff in relations to dealing with bullying and harassment incidents
- Having a special educational needs policy and a local offer that outlines the provision the school makes for students with disabilities and special educational needs
- Ensuring our accessibility plan increases the extent to which all students can participate in the curriculum, improve the physical environment of the school and increase the availability of accessible information to disabled students
- Ensuring our admission arrangements provide opportunity to identify and support any students who has a protected characteristic
- Having our complaints procedure set out to deal with any complaints relating to the school
- Aiming to observe and implement the principles of equal opportunities and non-discrimination in our employment practices
- Having a staff code of conduct (“professional expectations”) that sets out the standards of professional behaviour expected from all members of staff
- Having a home school agreement that sets out the standard of behaviour we expect from all students including respecting others
- Having a school behaviour policy that includes the need for the school to act upon bullying of all types and forms

7. Equality objectives

The objectives which we identify represent our school’s priorities and are the outcome of a careful review of and analysis of data and other evidence. They also consider national and local priorities and issues.

We evaluate our success in meeting our responsibility for equality by the extent to which we achieve improved outcomes for the different groups.

Our equality objectives are:

- **To deliver a curriculum which allows all groups of student to make progress that significantly exceeds national attainment 8 estimates and achieve outcomes that allow progression to aspirational post 16 and post 18 study, training or employment.**
- **To close school progress and attainment gaps, including in reading fluency and numeracy (PP, SEND, PA, subject groups etc.)**
- **All pupils including those with protected characteristics take up regular ‘pledge’ opportunities through the wider curriculum for all.**
- **Promote an inclusive culture for learning and personal development, through which the whole school community consistently demonstrates the Swanshurst Values**
- **Continually review the physical environment to improve accessibility**

8. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed annually by headteacher at objectives will be updated at least every 4 years.

9. Links with other policies

This document links to the following policies:

- Accessibility Plan
- SEND policy
- Behaviour policy
- Admissions Policy
- Attendance policy
- Recruitment policy
- Sex and Relationship Education Policy
- Safeguarding Policy