



EQUALITY OBJECTIVES

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The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

The detail of these objectives should also be read in conjunction with the school's current equality information which has informed the development of the objectives.

Objective 1:

Continue to reduce the attainment and progress gap between disadvantaged and non-disadvantaged student groups and implement appropriate intervention to support them. Our aim is always to ensure students succeed and have equal opportunities.

Objective 2:

Further develop strategies to improve boys underachievement and in so doing continue to reduce the gender gap. This includes boys' underachievement in the higher ability band.

Objective 3:

Foster a deeper appreciation and understanding of how our school community reflects modern Britain. This will be explicitly linked to British Values and the further development of SMSC across the school.

Developing Quality Objectives

The School supports the principle of equal opportunities and opposes discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity and part-time or fixed-term employment (defined as Protected Characteristics). Being a committed equal opportunities employer, the School will take every possible step to ensure that employees are treated equally and fairly. All policies and practices will conform with the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

General Principles and Duties

Examples of how we aim to eliminate unlawful discrimination, harassment and victimisation:	How do we advance equality of opportunity between people who share protected characteristics and those who do not:	How do we foster good relations between people who share protected characteristics and those who do not:
<ul style="list-style-type: none"> • We follow a clear admissions policy in line with statutory guidance. • Recruitment procedures in line with the JET Trust. • Restorative Practice at the heart of the support for our students and staff through training and key techniques. • Clear policies including the Relationships Policy. • PSHE and tutor programme - SMSC/ British Values built into curriculum and subject SOW. • Strong student leadership team. • Building adaptations. • Monitoring through the Rhythm. • Complaints procedure. • Clear expectations of all staff and students in adhering to school policy and practice. • Review of policies and practice by Governing body. 	<ul style="list-style-type: none"> • Monitoring of exam performance of progress of vulnerable groups. • Rigorous tracking of each student linked to different groups. • Intervention programme for identified individuals in all year groups with additional support in Year 11. • Relationships policy. • PSHE and tutor programme includes key themes and promotes acceptance. • Non stereotyped advice on option choices for KS4 • Use different teaching methods to meet all student's needs including the understanding of cognition and the Habits of Mind. • Providing students with different needs specific support through the Endeavour centre. • Bespoke and explicit IAG with specialist staff support. 	<ul style="list-style-type: none"> • The use of Restorative Practice to foster a culture of mutual respect and understanding difference. • Quality First Teaching and Learning that is student-centred. • Opportunities offered to all students and staff in an open and transparent way. • Strong student leadership team who have a clear voice within USH. • Stakeholder evaluation including student, staff and parent questionnaires. • Strong community links and projects with a range of different groups. • Themed assemblies, tutor programme and PSHE programme that encourage awareness and acceptance. • Celebration events such as Talent Show, Awards Evenings and Rewards events. • Whistleblowing policy.