

Willand School Equality Objectives 2022-2026

Willand School seeks to promote equality and we celebrate the diversity within our community. We welcome the public sector equality duty as set out in the Equality Act (2010).

What is the duty?

We must:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relationships between different groups and advance equality of opportunity between different groups.

What are the protective characteristics?

The Equality Act of 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protective characteristics**). For schools, this means that it is unlawful to discriminate against pupils or staff or treat them less favourably because of their sex; race; disability; religion or belief or gender assignment, sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics' these apply to staff but not pupils in schools.

Our Equality Policy

Our Equality Policy contains information about how the school complies with the public sector equality duty.

Our Equality Objectives for 2022-2026

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 improved outcomes for different groups. Our Equality Objective's for 2022-2026 are as follows:

- Address any pupil progress issues arising from COVID-19 closure amongst pupils from any of our protective categories.
- To ensure that SEND pupils benefit from a curriculum that teachers have tailored to meet their precise needs (Ofsted 2021).
- To foster good relations between all students and groups of students through the use of assemblies, religious education and the school's personal development programme (including PSHE, RSE and the KiVa programme).
- To ensure the schools core values and school rules are at the heart of our activities and that the curriculum reflects our inclusive ethos.
- To use performance data to monitor pupils' achievement and respond to variations between groups of learners, subjects, trends over time and comparisons with other schools. Specific groups will be identified once reliable, up to date data is available.
- To challenge stereotypes that can influence pupils.
- To further develop pupil and staff wellbeing and positive mental health.
- To promote pupils' understanding of identity, diversity, community and equality.
- To promote equality, diversity and inclusion actions across our staff.

Specific tasks relating to these objectives can be found within the relevant action plans in the School Development Plan.

