**Deer Park School**

**EQUALITY OBJECTIVES**

**DATE OF PUBLICATION – September 2021**

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:**
Effective use of data and other key information for early identification and interventions that support all students on entry and throughout their school career that ensures they achieve their expected level of progress and achievement.

**Objective 2:**
Ensure that there are clear strategies in place that support all students and that gaps between protected groups both disadvantaged and non-disadvantaged is carefully monitored with appropriate intervention in place. All students will have the chance to succeed and make progress.

**Objective 3:**
Promote a culture of respect across the school building on a rights respecting school that is kind and treats all equally across the school and wider community.

# Developing Quality Objectives

## Deer Park School

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 victimization: | How do we advance equality of opportunity between people who share protected characteristics and those how do not: | How do we foster good relations between people who share protected characteristics and those who do not: |
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| <ul><li>We follow a clear admissions policy in line with statutory guidance</li><li>Recruitment procedures</li><li>Clear policies linked to any form of discrimination (see whole school policy list)</li><li>Working towards RRR Level 1 school accreditation</li><li>Consistently promote a culture of tolerance and understanding difference, maintain principles of a "Kind School"</li><li>String MSS programme looking at social issues etc….</li><li>SMSC built into curriculum and subject SOW</li></ul> | <ul><li>Monitoring of achievement and progress of protected groups</li><li>Rigorous tracking of each child linked to different groups.</li><li>Intervention programme for identified individuals.</li><li>Equalities policy</li><li>Structured tutor programme which addresses national issues and current affairs</li><li>Use different teaching methods to meet all student's needs.</li><li>Providing students with different needs access to the full curriculum</li><li>Regular reports to the governing body re any issues, concerns or complaints</li></ul> | <ul><li>Culture and ethos of the school built on mutual respect and understanding difference, a "kind school".</li><li>Opportunities offered to all students and staff in an open and transparent way.</li><li>Link meetings with leaders</li><li>Student, staff and parent questionnaires</li><li>Strong community links and projects with a range of different groups</li><li>Themed assemblies</li><li>Rigorous staff appraisal targets set to meet staffs needs</li><li>Review of policies and practice by Governing body</li><li>Whistleblowing policy</li></ul> |

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| • Development of student voice and leadership<br>• Building adaptations<br>• Rigorous monitoring<br>• Rigorous complaints procedure<br>• Clear expectations of all staff and students in adhering to school policy and practice. | | |