



Our Equality Policy

Our [Equality Policy](#) contains information about how our 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

Our Equality Objectives reflect the school's priorities and draws 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.

- To further develop work to challenge misogyny and all forms of sexism, through the curriculum and wider strategies
- 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. In particular, we will seek to further improve the progress made by boys at GCSE whilst ensuring that the progress of girls continues to be promoted.
- To engage with the programmes that support students with protected characteristics, or equivalent, to ensure that our school continues to be a best practice school.
- To foster good relations between different groups through the use of assemblies, Religious Studies and the PHSE programme.
- To challenge stereotypes that can deny opportunities to students through option and careers guidance and to track options choices that students make.
- To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
- To further develop student and staff wellbeing and positive mental health, including promoting and developing our compliance with the Staff Wellbeing Charter.
- To promote equality, diversity and inclusion actions across our staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and training for staff to eliminate any unconscious bias in recruitment.

Date: **September 2022**

Review Date: **August 2024**

Mandatory Update: **September 2026**