



**SHENFIELD  
HIGH SCHOOL**

# **Equality Objectives**

Ratified by the Governing Body on:

7<sup>th</sup> December 2021

## Equality Objectives 2021

Shenfield High 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, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

### What are the protected characteristics?

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

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

### 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 2021-22

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 achieve improved outcomes for different groups.

Our Equality Objectives for 2021-22, agreed by governors on 7<sup>th</sup> December 2021, are below, preceded by our mission statement with regard to tolerance and respect:

#### ***Tolerance and Respect at Shenfield High School***

*At Shenfield high school, we are committed to learning for life. Since our founding in 1962, we have worked hard to create a positive learning environment for an ever changing world in. An environment in which students and adults are welcome and supported, where their faces, voices and experiences are reflected and valued.*

*As a school we believe that every student should be able to learn, live, develop and thrive regardless of age, ability, socio-economic background, ethnicity, culture, religion, belief, race, sexual orientation or gender identity. Students should be prepared for the next steps in life; active members of their community and good citizens of the world.*

*A diverse school community alone is not enough. All members of our community deserve to be treated with tolerance and respect. Equally, all members of our community play a role in upholding these values.*

*To achieve this, honest reflections and conversations need to continue about practices and policies enacted locally, nationally and globally and the impact they have had in the past and present. We must acknowledge the past so we can learn from it and move forward together. Only then can we dismantle barriers and prejudices that still abound in our society today.*

### **Equality Objectives:**

- 1 ensure that all students can read to an age-appropriate level, as defined by standardised testing.**
- 2 students identified as having low numeracy skills on entry to secondary school, as defined by standardised testing, make progress in line with their peers.**
- 3 to minimise the gap between the outcomes of PP and non-PP student in English and maths at GCSE.**
- 4 PP students' attendance is at least in line with disadvantaged students nationally.**

*These objectives are linked to the pupil Premium Strategy Statement 2021-24 Strategy Statement. Measurable targets will be produced particularly for objective 2 and 3, as data becomes available.*

- 5 Dismantle barriers and prejudices through honest conversations, reflection and changes in policy and practice, as necessary.**

*(This objective is linked to the work of the Tolerance and Respect Working Party and will include the school's response to surveys published to students, parents and staff in November 2021. This in turn will produce specific targets.)*

This document links to the following policies:

- Accessibility plan
- SEN Information Report
- Pupil Premium objectives and annual analysis.
- Peer on peer Abuse (Anti bullying) Policy
- SMSC Policy
- Equality and diversity in Employment Policy

Equality Objectives will be reviewed at least every 4 years.