

# Single Equality Scheme Policy and Objectives

Review Period: Yearly

Review By: Leadership Group & C&C

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## **Single Equality Scheme**

This policy is designed to meet the requirements of the Equality Act 2010 and reflects the recognition by Studley High School that promoting equality will improve opportunities for everyone.

AIM: to ensure that equality is a central part of the way the school works by putting it at the heart of policy making and delivery.

This will ensure that we meet the requirement of legislation, take the views and needs of all people into consideration in all our activities and monitor and improve the way we work regardless of any protected characteristics that people may have. These protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

We will take into account the needs of all protected groups to eliminate discrimination, harassment and victimisation, advance Equality of Opportunity and foster good relations.

### Principles

- We will provide a supportive and inclusive environment for all.
- We will train and support staff to use inclusive learning strategies and to recognise and meet particular needs.
- We will provide an inclusive learning environment which is challenging, meeting the individual needs through responsive teaching, specialist staff, study aids, assistive technology and environmental adaptations.
- We will implement strategies to challenge stereotyping and promote high levels of achievement for protected groups.
- We will ensure that the curriculum addresses equality issues for all protected groups.
- We will work to create a learning environment which is welcoming and supportive of those in the protected groups.
- We will respect, and where necessary and reasonably practical provide for the practices which support pupils and staff of protected groups.

### Outcomes

As a school we aim to:

- eliminate discrimination, direct and indirect, and harassment of protected groups.
- promote equality of opportunity between protected groups and other people.
- make reasonable adjustments.
- take account of the needs of protected groups even when that involves treating them more favourably than others.
- promote positive attitudes to protected groups.
- encourage participation by individuals in protected groups in Studley High School and in public life.
- other policies which this scheme covers include Equal Opportunities, Admission and Safeguarding.

Sept 2019



Objectives	Actions	Outcomes	Review
Ensure that vulnerable pupils secure the best possible outcomes at SHS.	Regular monitoring of pupils' work Regular assessment data collected Appropriate interventions established for individuals All staff aware of importance of progress for this group of pupils through performance management objectives	Progress 8 score greater than 0 Positive progress 8 scores for majority of pupils (>55%) Evidence of staff action through QA process.	August 20
Ensure that pupils with special educational needs secure the best possible experience at SHS.	Regular monitoring of pupils' work Regular assessment data collected Appropriate interventions established for individuals All staff aware of importance of progress for this group of pupils through performance management objectives	Progress 8 score of at least 0 Positive progress 8 scores for majority of pupils (>60%) Evidence of staff action through QA process.	August 20
Ensure boys make achieve a positive progress 8 score overall within SHS.	Regular monitoring of pupils' work Regular assessment data collected Appropriate interventions established for individuals Review curriculum content and delivery to ensure boys are engaged and progress.	Progress 8 score of at least 0.2 Positive progress 8 scores for majority of pupils (>60%) Evidence of staff action through QA process.	August 20
Promote cultural awareness across all years within school.	To celebrate cultural events to increase pupil awareness and understanding of equality and diversity	Termly review of actions undertaken linked to each 'cultural' celebration .	July 20
Promote positive behaviours and mental health for all through effective pastoral and academic activities.	Promote the values of respect, honesty, understanding and kindness. Further awareness of mental health issues and understanding how to maintain healthy relationships through Tutor time, assemblies, PD days, curriculum and extracurricular activities, staff development sessions. Promote British Values linked to democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.  Develop and review Citizenship curriculum to ensure global and local perspectives achieved.	Positive feedback from vast majority of pupils and staff relating to understanding and feedback on sessions delivered/activities completed. Curriculum plans developed to include provision for all of these areas. PD days resourced with lesson plans and activities for each key area. External provision positively reviewed by pupils and staff. Citizenship scheme developed, resourced and evaluated.	July 20