



Policy Title	Equality Objective Statement		
Status	Statutory	Approved	YES

Sandhurst School is committed to ensuring equality of provision throughout the school community. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of any protected characteristics.

Protected Characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Ethnicity and race
- Sex
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

How is Sandhurst School meeting the Equality Duty?

- We ensure that information is collected on race, disability and sex with regards to both students and staff e.g. student achievement, attendance, exclusions, staff training. This information is used to inform the policies, plans and strategies, lessons, additional support, training and activities the school provides.
- The Equality Plan has been shaped by the views, input and involvement of staff, parents and students.
- Student achievement is analysed by race, disability and sex. Trends or patterns in the data that may require additional action are noted, and action is taken to address these.
- The curriculum includes opportunities to understand the issues related to race, disability, sexuality and sex.
- All students are encouraged and enabled to fully participate in school life and in the diverse opportunities the school offers.
- Bullying and harassment of students and staff are monitored by race, disability and sex, and this information used to make a difference to the experience of these and other students. Racist incidents are reported to the governing body on a termly basis.
- Visual displays are reflective of the diversity of our school community. Minority ethnic, disabled and both male and female role models are promoted positively in lessons, displays, assemblies and discussions.

- The school takes part in annual events such as Black History Month, Deaf Awareness Week, Holocaust Memorial Day and Refugee Week to raise awareness of issues around race, disability, sexuality and sex.
- The school environment is as accessible as possible to students, staff and visitors to the school. Open evenings and other events which parents, carers and the community attend are held in an accessible part of the school, and issues such as language barriers are considered?
- The accessibility needs of parents, students and staff are considered in the publishing and sending out of information.
- Procedures for the election of parent governors are open to candidates and voters from every group in our school community.

As a school, we take our responsibilities under the Act very seriously. When writing and reviewing policies and our School Development Plan and in our performance management process, we consider and have due regard to the three responsibilities above.

In conjunction with the schools Equalities Policy, our School Development Plan and Three Year Strategic Plan will show not only how we wish the school to develop over the next one to three years, but also how we wish to tackle issues relating to equality.

The school will tackle three issues relating to equality through our Three Year Strategic Plan:

- Remain full and seek growth in PAN to 210 which meets the requests of our local community and ensure our sex split is in line with our local population distribution. As a school, we also aim to close the gap in achievement between the sexes in all Key Stages. Please also refer to our Curriculum and Personal, Social, Health and Citizenship Education (PSHCE) policies
- Manage, develop and enhance the curriculum to meet the needs of all students of all abilities. Sandhurst School is an inclusive school and supports students with a wide range of abilities. Please also refer to our Curriculum, Equal Opportunities, Gifted and Talented, Personal, Social, Health and Citizenship Education (PSHCE), Sex and Relationships Education, Work Related Learning, Special Educational Needs and Disability (SEND) Support for Pupils with Medical Conditions, Anti Bullying and Equalities policies; the Accessibility Plan; SEN Information Report
- Maintain high standards of behaviour for learning and preparedness for being a valuable and responsible member of British Society.

School Group Responsible:	Headteacher	Governing Committee Responsible:	IT Committee
Date Approved: Date Ratified:	28-Mar-2019	Review Date	Annually