



## EQUALITY OF OPPORTUNITY

St Edmund's Girls' School is an Academy Church Trust which admits girls from a range of socio economic backgrounds.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation 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 **gender; race; disability; religion or belief; gender identity and reassignment; sexual orientation; pregnancy or maternity.**

In addition age and marriage and civil partnerships are also 'protected characteristics', but do not apply to our provision for students.

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

We are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy and Information.
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the 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 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.

## **Equality Objectives**

Our first specific objective, as agreed with the governing body:

Will be to review the attainment of all learning groups (equality of opportunity) and to direct additional specific intervention to any group that is failing to attain the desired outcomes. In the first instance this will be students from disadvantaged socio economic backgrounds who we know, from analysis of recent data, to be achieving less well than their peers.

Our second specific equality objective, as agreed with the governing body:

As part of our school's commitment to equalities we are giving specific responsibility for Equalities and other issues that can affect young people in school to individual staff advocates.

The Equality Advocates will help us to achieve this objective to:

- ensure we have the expertise to help every young person to thrive and to reach their full potential
- strengthen our links with parents/carers on equalities.

St Edmunds' Girls School is committed to:

- raising the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- providing an environment that welcomes, protects and respects diversity
- ensuring that all students are given the opportunity to make a positive contribution to the life of the school
- addressing cultural events through year assemblies to increase student awareness and understanding of issues in different communities
- monitoring and evaluating the attainment of all learning groups (equality of opportunity) and to direct additional specific intervention to any group that is failing to attain the desired outcomes.