



**ASHFIELD
SCHOOL**

EQUALITY INFORMATION AND OBJECTIVES

Date of issue: 09/01/2023

ASHFIELD SCHOOL Ambition | Teamwork | Honesty



Aims

Ashfield School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)

Roles and responsibilities

The governing board will:

- I. Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated annually.
- II. Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.

Equality objectives for 2023 to 2027

Objective A

Supporting and nurturing SEND students to improve their progress and engagement

Set January 2023

- I. Investigate English progress for Lower ability and SEND students and improve provision to ensure better progress
- II. To ensure support staff are fully trained and effectively deployed to support SEND students across the school including those with SEMH through the development of the Ashfield Response Curriculum Centre (ARC).
- III. Promote, track and monitor engagements of SEND students in extra curricular activities.
- IV. Track and monitor SEND groups carefully ensuring correct students identified.
- V. Develop a range of curriculum pathways that suit the needs of SEND students.
- VI. To continue the commitment to literacy programs, which assist SEND students - Hackney, Sound Training.
- VII. Ensure whole school differentiation CPD supports progress for SEND students.
- VIII. Students with learning needs are fully assessed for any access requirements in external exams to ensure they have a level playing field with other learners.

Objective B

Improved health, well-being and self-esteem of students with protected characteristics and encourage a sense of belonging to the wider school and houses

Set January 2023



- I. Ensure careers programme supports students with protected characteristics. Analysis of data to track trends and destinations to evaluate careers programme and improve where necessary.
- II. To use annual student survey to benchmark the well-being and level of happiness of all students and identify trends regarding those with protected characteristics as measured by the survey.
- III. Use student voice as part of faculty and pastoral review to understand barriers to good levels of health, well-being and self-esteem in students with protected characteristics.
- IV. Monitor extracurricular take up by students from groups with protected characteristics and modify provision to improve inclusivity.
- V. Monitor bullying and prejudice incidents for trends and patterns involving students with protected characteristics.
- VI. Further develop anti-bullying within the school and the use of restorative justice to deal with perpetrators of bullying of those with protected characteristics to improve levels of empathy. Notably anti-bullying ambassadors and Diana Award. Ofsted Oct 2021 highlighted how students said that they could 'be themselves' - this is to be promoted and enhanced.
- VII. To use tutor time, assembly, online modules and PSHE to promote an inclusive culture where it is recognised that we are all different, but all equal.

General data Protection Regulation

All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.

