

Equality Objectives

Focus: British values

Visits and cultural capital opportunities to be selected and well-planned timetable of celebrations of major religious and cultural festivals throughout the year to be embedded so that the cultural diversity of the whole school and wider British community is better represented within the school's curricular offer and that there is an increased awareness of diversity and British values

Focus: Achievement and participation

To ensure that activities undertaken by pupils are equitable. To ensure that gender, disability, sexuality etc. are not barriers to learning opportunities. This will be monitored through evaluating and monitoring the participation data for arts, visits, sports, outdoor learning etc. to ensure that there is an equality of opportunity across the school.

Focus: recruitment

All recruitment will focus on the best candidate for the job in every case. The school will work within the guidelines of the local authority to actively seek applications from groups underrepresented in the school body, both in employment and governance.

Focus: Training

The whole school staff will undertake timely and relevant equality and diversity training. Training needs and opportunities will be reviewed regularly and will be reflexive and responsive to need so that all school staff and governors have current and purposeful understanding of equality and diversity

Focus: Language protocol

The school will develop a language protocol, which will be used by all stakeholders so that pupils will be spoken to and about with dignity, respect and advocacy. We will promote a culture of healthy challenge, where staff and pupils are supported to highlight language that they do not find acceptable or respectful. All language will be respectful and inclusive of protected characteristics.

Focus: Resources and curriculum

The school will ensure that pupils have access to a wide range of resources and experiences that capture the diversity of the school population and that of the United Kingdom, so that our whole school community feels included and valued and that pupils and staff have a better understanding of a broader range of lived experiences.

Focus: Awareness

We will support pupils and staff to understand and champion diversity. As a special school we recognise the intersectionality of the challenges that our pupils might face and promote our staff to understand and support this. We will use our language protocols as a tool to respectfully challenge others.

