

King Edward VI Handsworth School for Girls Equality Objectives

EQUALITY, DIVERSITY AND INCLUSION

Academy Trust Diversity and Equality Mission Statement

We believe that all members of our community are entitled to be treated fairly and equally regardless of their race, ethnicity, religion, gender, sex, sexuality, or disability. Our purpose is to challenge discrimination in all its forms so that our students can achieve educational excellence.

King Edward VI Handsworth School for Girls Mission Statement

We celebrate diversity and value fairness and equal treatment for everyone in our school community regardless of their race, age, ethnicity, religion, gender, sex, sexual orientation or disability. We promote equality through our rich and diverse curriculum, equipping students with the skills, knowledge and understanding to succeed outside and beyond school. We ensure equality of opportunity and provide students with access to a wide range of experiences outside the classroom. We challenge prejudice and discrimination in all its forms so that all members of the school community feel safe and valued.

THE EQUALITY ACT 2010

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 individuals or treat them less favourably because of;

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

To find out more about the Equalities Act 2010 please click [here](#).

THE PUBLIC SECTOR EQUALITY DUTY

Under the Equality Act, the school is expected to comply with the Public Sector Equality Duty.

This requires us to:

- Eliminate unlawful discrimination and other conduct that is protected by the Equality Act 2010.
- Advance equality of opportunity between different 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.

As a public organisation, we are required to:

- Have due regard to the Public Sector Equality Duty when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

To find out more about the Public Sector Equality Duty click [here](#).

Our Equality 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 the wider school community on our approach to promoting equality.

EQUALITY OBJECTIVES

Our Equality Objectives are updated every four years and align with our school motto and ongoing development of Character Education.

Love of Learning, Pride in Diversity, Excellence for all.

For 2024-2028 our objectives are as follows:

1. To continue to actively promote, and share, cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community.
2. To monitor and promote the involvement of all groups of students in the charity, extra-curricular and super curricular life of the school, including leadership opportunities.
3. To support the student committees and leadership groups to play an active and integral role in the promotion of the Protected Characteristics and cultural celebration.
4. To provide appropriate and early pastoral interventions for students to promote positive wellbeing, behaviour and inclusion.
5. To build on the successful work to further diversify and decolonise the curriculum in all areas to ensure the positive representation of all protected characteristics so that our students see themselves represented in the curriculum and wider curriculum.
6. To record the incidents of the use of prejudice-related language and promote acceptance to reduce repeated behaviour.
7. To provide positive staff role-models for all students, ensuring good knowledge and understanding of equality, diversity, including neurodiversity, and inclusion in the staff body, visiting speakers and in leadership roles for staff.

Specific actions relating to equality, diversity and inclusion can be found within the School's Strategic Plan.