



Highams Park
Academy Trust



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Equality Objectives

Date of Review	SLMT Lead	Trustee Approval
10 February 2022	Phil Grundy	10 February 2022

Date of next review: January 2023

Circulated to staff:



Highams Park School strives to promote equality within our school and celebrate the diversity within our community. Highams Park School welcomes the public sector equality duty as set out in the Equality Act (2010). The Equality Act replaces previous anti-discrimination laws with one single act.

The public sector Equality Duty came into force on 5 April 2011 and applies to public bodies including schools. 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 their gender; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Our Duty

We must:

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

Highams Park School Commitment to Equality and Diversity

We are committed to ensuring equality for every person in the school community, regardless of age, disability, gender (including transgender), sexual orientation, religion/belief and race. The school acknowledges the value of being multicultural and multilingual. We seek to remove any barriers to access, participation, attainment and achievement. We promote diversity and community cohesion. We aim to reflect the diversity of our local community and society and ensure that the education we offer recognises and celebrates different backgrounds, lifestyles, cultures and identities.

Our Equality Policy Our Equality Policy contains information about how the school complies with the Public Sector Equality Duty.

Highams Park School Equality Objectives 2021-22

To continue to provide a school environment that welcomes, protects and respects diverse people.

To provide an education that realises the full potential of every student. This includes using performance data to identify and close the gaps in attainment and achievement between students and all groups of students; especially boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, students from different heritage groups and those affected by the Pandemic.

To foster an atmosphere in which everyone flourishes, achieves and feels valued so that everybody feels they can contribute positively to the life of the school.

To promote a caring and well-behaved student population through our motto (Respect, Responsibility and Resilience), core values and inclusion work.

To ensure that all students have a voice.

To continue to develop pastoral strategies to challenge and eradicate the use of homophobic, sexist, racist and other discriminative language by students, including misogyny, through the curriculum and wider strategies.



To continue to develop student and staff wellbeing and positive mental health strategies.

To ensure that all students are given the opportunity to make a positive contribution to the life of the school - develop leadership opportunities for all students both within and outside the classroom.

Progress Made to date

Embedding of the school's motto (Respect, Responsibility and Resilience) in all our daily practices.

Implementation of a Careers strategy which supports and prioritises students with protected characteristics.

A well-established data tracking system which identifies gaps in progress between different groups of students, thus enabling teachers to address any issues.