



# Single Equality Scheme Policy and Objectives

Review Period: Yearly

Review By: Leadership Group & C&C

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## Single Equality Scheme

This policy is designed to meet the requirements of the Equality Act 2012 and reflects the recognition by Studley High School that promoting equality will improve opportunities for everyone.

AIM: to ensure that equality is a central part of the way the school works by putting it at the heart of policy making and delivery.

This will ensure that we meet the requirement of legislation, take the views and needs of all people into consideration in all our activities and monitor and improve the way we work regardless of any protected characteristics that people may have. These protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

We will take into account the needs of all protected groups to eliminate discrimination, harassment and victimisation, advance Equality of Opportunity and foster good relations. Positive action provisions permit proportionate action to overcome disadvantage, meet needs and tackle under representation.

### Principles

- We take positive action to encourage recruitment from protected groups of both staff and pupils.
- We will guarantee an interview to all staff applicants who meet the required specification.
- We will train and support staff to use inclusive learning strategies and to recognise and meet particular needs.
- We will provide an inclusive learning environment which is challenging, meeting the individual needs through responsive teaching, specialist staff, study aids, assistive technology and environmental adaptations.
- We will implement actively anti-discriminating strategies to challenge stereotyping and promote high levels of achievement for protected groups.
- We will ensure that the curriculum addresses equality issues for all protected groups.
- We will work to create a learning environment which is welcoming and supportive of those in the protected groups.
- We will respect, and where necessary and reasonably practical provide for the practices which support pupils and staff of protected groups.

### Outcomes

As a school we aim to:

- eliminate discrimination, direct and indirect, and harassment of protected groups.
- promote equality of opportunity between protected groups and other people.
- make reasonable adjustments.
- take account of the needs of protected groups even when that involves treating them more favourably than others.
- promote positive attitudes to protected groups.
- encourage participation by individuals in protected groups in Studley High School and in public life.
- other policies which this scheme covers include Equal Opportunities, Admission and Safeguarding.

L Gray  
Sept 2017



Objectives	Actions	Outcomes	Review
Ensure that vulnerable pupils secure the best possible outcomes at SHS.	Regular monitoring of pupils' work Regular assessment data collected Appropriate interventions established for individuals All staff aware of importance of progress for this group of pupils through performance management objectives	Progress 8 score greater than -0.1 Positive progress 8 scores for vast majority of pupils (75%) Evidence of staff action through QA process.	August 18
Ensure that pupils with special educational needs secure the best possible experience at SHS.	Regular monitoring of pupils' work Regular assessment data collected Appropriate interventions established for individuals All staff aware of importance of progress for this group of pupils through performance management objectives	Progress 8 score of at least 0 Positive progress 8 scores for vast majority of pupils (75%) Evidence of staff action through QA process.	August 18
Ensure boys make achieve a positive progress 8 score overall within SHS.	Regular monitoring of pupils' work Regular assessment data collected Appropriate interventions established for individuals Review curriculum content and delivery to ensure boys are engaged and progress.	Progress 8 score of at least 0.2 Positive progress 8 scores for vast majority of pupils (80%) Evidence of staff action through QA process.	August 18
Promote positive behaviours and mental health for all through effective pastoral and academic activities.	Promote the values of respect, honesty, understanding and kindness. Raise awareness of mental health issues and understanding how to maintain healthy relationships through Tutor time, assemblies, PD days, curriculum and extracurricular activities, staff development sessions. Promote British Values linked to democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.	Positive feedback from vast majority of pupils and staff relating to understanding and feedback on sessions delivered/activities completed. Curriculum plans developed to include provision for all of these areas. PD days resourced with lesson plans and activities for each key area. External provision positively reviewed by pupils and staff.	July 18