

Equality Duty and Equality Objectives 2017-18

Heart of England School is a public body and is subject to the Equality Duty. We are committed to:

1. Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. Advancing equality of opportunity between people who share protected characteristics and those who do not through the design of our core values, ethos, development of school policies, delivery of services and informed decision making.
3. Fostering good relations between people who share a protected characteristic and those who do not.
4. Consulting and involving those affected by inequality in the decisions our school takes to promote equality and eliminate discrimination.

Published Information

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

In addition equality implications are considered when developing or reviewing all policies, in particular:

- Special Educational Needs Policy
- Accessibility Plan
- Admissions Policies
- Anti-Bullying Policy
- Child Protection Policy
- Behaviour Policy

Equality Objectives 2017/18

Our Equality Objectives are:

- To eliminate bullying incidents related to the protected characteristics defined in the Equality Act

The non-negotiables of the CALM behaviour policy explicitly include the statement 'Bullying, racial, sexual or homophobic harassment is not tolerated'. Any such incidents are thoroughly investigated, logged and reported to the Governing Body as well as appropriate sanctions being implemented.

- To ensure equality of access and progress for our disabled students.

Heart of England School is committed to providing an environment that enables full curriculum access that values and includes all pupils regardless of their education, physical, sensory, social,

spiritual, emotional and cultural needs. The curriculum offer is regularly reviewed by the Principal and Senior Leadership Team to ensure this accessibility.

In addition the physical environment of the school is regularly reviewed and any required improvements identified implemented as soon as practical.

- To encourage participation in student leadership from protected and vulnerable groups where participation is disproportionately low.

All student leadership positions including Prefects and Student Councils follow a fully inclusive application and selection process.