



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 students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act says that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

As an inclusive school and in line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives are:

1. An active promotion of cultural understanding, awareness and respect of different religious beliefs through open discussion and a robust SMSC programme in our predominantly white British school.
2. Monitor, promote and support the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities and school trips, especially students with special educational needs and disabilities.
3. Actively close gaps in attainment and achievement between students and all groups of students through first wave teaching and learning and cycles of assess, plan, do and review for intervention from learning support and pastoral teams; especially students eligible for pupil premium, boys, students with special educational needs and disabilities, looked after children and any student from minority ethnic groups.
4. Achieve a year on year (over three years) reduction in the % of fixed term exclusions for pupils with protected characteristics including students with special educational needs and disabilities, pupil premium students and looked after students.
5. Continue to improve accessibility of the curriculum and the school site for students, staff and visitors with disabilities, including access to specialist teaching areas.
6. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the UK population. Highfields School Be the best you can.
7. Further reduce any incidence of the use of homophobic, sexist and racist language by students in the school.

More information can be found on the Equalities Act 2010 ([Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/42422/equality-act-2010-guidance.pdf)) and the Public Sector Equality Duty ([Equality Act 2010 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2010/154/section-85)).

*Reviewed May 2022*