

Horton Lodge Community Special School

'Working Hand in Hand to Achieve Potential'



Equality Information and Objectives

2022-2026

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1. Aims

Horton Lodge School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

The Equality Act 2010 sets out that all public bodies will publish equalities objectives every four years. This document identifies the equalities objectives that we have chosen to focus on over the next four years, from 2018 to 2022, to improve equality, diversity and inclusion at Horton Lodge.

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 7.

4. Eliminating discrimination

Horton Lodge is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Promoting equality is at the heart of all we do. Our equality objectives cover how we consider equality when we are delivering education provision to children and how we ensure that our own staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background have equality of opportunity. We aim to develop a culture of inclusion and diversity in which all those at Horton Lodge feel proud of their identity and ability to participate fully in school life.



Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum
- Holding assemblies dealing with relevant issues
- Working with our local community
- We will seek to develop links with people and groups who have specialist knowledge about particular characteristics where required. This will help inform and develop our approach

7. Equality objectives

Objective 1

To ensure the best progress for pupils with varying SEND including those with additional vulnerabilities.

Examples of how we will achieve this objective:

- Work effectively with all stakeholders.
- Robust monitoring systems ensure that support to the individual is as good as it can be.
- Termly opportunities for communication and challenge about personal progress between teachers, parents and Senior Leaders.
- Pupil Premium is finely focused on priority areas identified through SEND focused research.
- Lead staff and governors in the area of SEND, Curriculum and Pupil Premium are challenged and held to account.

Objective 2

To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities

Examples of how we will achieve this objective:

- Named lead who is held to account
- The curriculum tackles inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our schools' academic and social curriculum.



- School council and pupil voice projects

Objective 3

To ensure that leaders are highly informed about the equality duty and promoting equal opportunities for the workforce.

Examples of how we will achieve this objective:

- Processes in place for ensuring equality and dealing with issues of discrimination, unfair treatment and inappropriate behaviour.
- We provide quality training to school leaders and those involved in recruitment.
- We increase whole staff awareness of equalities, diversity and inclusion through ongoing communications and training.
- Equality is made explicit in all relevant policies.

8. Monitoring arrangements

The governing board will update the equality information we publish through the Equality and Diversity Policy every 2 years.

This document will be reviewed by the governing board at least every 4 years.

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Equality and Diversity
- Anti-Bullying Policy
- Complaints Policy
- E-Safety Policy
- Health and Safety Policy
- Behaviour Policy
- Educational Visits Policy
- Privacy Policy
- Recruitment and Selection Policy
- Restrictive Physical Intervention (RPI) Policy
- LAC and previously-LAC Policy
- Safeguarding and Child Protection Policy
- Whistle Blowing Policy