

Stantonbury School's Equality Duty & Equality Objectives - Sept 2025

Stantonbury School complies with the Equality Duty by embedding the Public Sector Equality Duty (PSED) into all our operations, meaning we actively aim to eliminate discrimination, advance equal opportunities, and foster good relations across all protected characteristics (like age, disability, race, religion, sex, etc.). This involves regular review of policies, data collection (e.g., attainment by group), setting clear equality objectives, publishing relevant information, making reasonable adjustments, promoting inclusive activities (like Black History Month), and ensuring all decisions consider potential equality impacts.

Objectives	Implementation	Impact measured by
<p>Pupils with protected characteristics, and specifically those with SEND, make similar progress to all other pupils. Where differences remain, any gap will be narrowing.</p>	<ul style="list-style-type: none"> • Staff access relevant equality training at least once a year and are trained to spot underperformance & explore reasons for it. • Pupils clearly identified and support plans put in place especially around achievement in English and Maths (Basics). • Faculty Development Plans (FDPs) detail how any identified gaps in performance will be closed. • Achievement & diagnostic data is more regularly analysed to support in identifying and addressing knowledge/skills gaps in key groups. 	<ul style="list-style-type: none"> • Yearly publishing of exam results & analysis. • FDPs monitored by SLT line managers.
<p>Continue to promote equality of opportunity so that all students can thrive together and continue to understand that individual</p>	<ul style="list-style-type: none"> • More opportunities for students to have a better understanding of the protected characteristics, and how equality and diversity are promoted, within the personal development aspect of the taught curriculum. 	<ul style="list-style-type: none"> • PHSCE curriculum overview has equality aspects clearly identified and mapped across each year group 7 to 13.

Objectives	Implementation	Impact measured by
<p>characteristics make people unique.</p>	<ul style="list-style-type: none"> • Increase the range, quality and take up of extra-curricular/ additional curriculum activities. • Increase and promote more cultural-diversity events throughout the school year. 	
<p>Continue to promote an inclusive environment that ensures the school culture has at its heart tolerance and respect of all staff and pupils irrespective of any protected characteristic.</p>	<ul style="list-style-type: none"> • Staff, pupils and parents to be constantly reminded that Respect is a core school value • The school's rewards and sanctions processes will reflect the core school values, including that of Respect 	<ul style="list-style-type: none"> • Behaviour points awarded against each of the core school values, including Respect, to be reported on the school website • Exclusions of any prejudiced based incidents to be reported yearly to the Local Governing Board.