



Friesland School Equality Statement

Friesland School seeks to promote equality and we celebrate the diversity within our community. We welcome the public sector equality duty as set out in the Equality Act (2010).

What is the duty?

We must:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

What are the protected characteristics?

The Equality Act 2010 was introduced to ensure protection 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 sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics'. These apply to staff but not students in schools.

Our Equality Policy

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

Our Equality Objectives 2020-21

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools. In particular, we will seek to further improve the progress made by boys at GCSE whilst ensuring that the progress of girls continues to be promoted
- To foster good relations between different groups through the use of assemblies and the PHSE programme, including Drop Down Days
- To challenge stereotypes that can deny opportunities to students through option and careers guidance
- To ensure that SEND students continue to enjoy access to the full curriculum at Key Stage 3 and are supported to achieve appropriate outcomes at Key

Stage 4 and 5. Through a variety of activities and supported learning, SEND students enjoy access to a full, ambitious and enriched curriculum

- To ensure that children's individual needs and differences are reflected in all areas of safeguarding and that our safeguarding responses are always measured to meet the needs of individual students

Specific tasks relating to these objectives can be found within the School Development Plan