



## **ASHLAWN SCHOOL EQUALITY INFORMATION & OBJECTIVES**

**The General Equality Duty requires public authorities to have due regard to the need to:**

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share it

**As a school we are also required to follow the specific duties. This means we need to:**

- Define one or more equality objectives that support the aims of the general duty (by 6 April 2012 and at least every four years thereafter)
- Ensure the objectives are specific and measurable
- Publish the objectives so that they are accessible to the public.

**In accordance with the Ashlawn School Equal Opportunities policy and the values of Ashlawn School we aim to be**

- A caring community based on fair, understanding and compassionate relationships where rights and responsibilities have joint emphasis
- A just community where the equal value of all persons is recognised
- Characterised by openness, participation and co-operation
- Committed to providing a positive, constructive approach to all, fostering self-belief and a positive self image.

As an employer, Ashlawn School is committed to bringing about equal opportunities in its employment, both for reasons of fairness and because we need to have high quality people working for us. All staff have access to support and training and are encouraged to seek such opportunities.

## Equality Objectives

The equality objectives below address our duties under current equality legislation, including the Equality Act of 2010.

1. To develop an equality profile of staff to help us understand key equality issues in our workforce, including any evidence of bias. We understand the need to provide good role models which reflect the whole of society for our students.
2. To create an environment where the sexual orientation and gender identity of all staff and students is respected and to value the diversity of all staff and students. To reduce the incidence of the use of homophobic language by pupils in school.
3. To ensure pupils with a disability have access to an appropriate curriculum and support in order to achieve their highest potential.
4. To promote cultural development and understanding through a rich range of experiences, both in and beyond the school.
5. To continue to narrow the gap in attainment between boys and girls

These objectives will be reviewed regularly to monitor progress.