



Equality Statement and Equality Objectives

The King's School
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EX11 1RA

Policy Change Control

Policy Owner	DHT Student Support
Approved By	Curriculum Committee
Date of Last Approval	21/06/2022
Next Revision Due	June 2025

Date	Version	Person	Change / Action
16/06/2016	1.0	Trustees	Adoption of Policy
02/05/2017	1.1	SBM	Update to template and format
01/06/2019	2.0	MAG	De-coupling of accessibility plan and equality scheme. Change to separate documents with a much simplified equality statement which includes equality objectives that need to be reviewed every year. They need to be re-written every four years. The 2010 equalities act states: Schools are free to choose the equality objectives that best suit their individual circumstances and contribute to the welfare of their pupils and the school community. Objectives are not intended to be burdensome or a 'tick box' exercise, but they do need to be specific and measurable. They should be used as a tool to help improve the school experience of a range of different pupils. A school should set as many objectives as it believes are appropriate to its size and circumstances; the objectives should fit the school's needs and should be achievable.
13/06/2019	2.1	Trustees	Approval with minor corrections
13/06/2022	2.2	MAG	Minor suggested changes following updates to the School Bus model policy
21/06/2022	2.3	Trustees	Approval with minor format changes

The King's School Equality Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any student, prospective student, or other member of the school community because of their:

- Gender.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

Through our "Achievement for All" philosophy we aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias

We are committed to having a balanced and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost seriousness. When an incident is reported our school is committed to ensuring appropriate action is taken and a resolution is put into place which is appropriate.

Our students are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

During each school year, the school provides a variety of opportunities to celebrate diversity.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Gender.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with this statement and all dealings with staff are non-prejudicial.

The King's School - Specific Equality Objectives

- to narrow the gap in performance of students with special educational needs and disabilities
- to reduce exclusion rates for boys;
- to reduce the number of racist and homophobic incidents;
- to reduce the achievement gap between boys and girls
- to encourage students to consider non-stereotyped subject options
- to be responsive and aware of the needs of transgender and transitioning students
- where funds allow, to improve the quality of the site for disabled students