



Equality Objectives

- ❖ To promote spiritual, moral, social and cultural development through all aspects of life at our schools, both inside and outside the classroom. We aim to meet this objective with particular reference to issues of equality and diversity.
- ❖ To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- ❖ To move beyond and develop a culture of growth mindsets, avoiding labelling of learners based purely on a notion of fixed levels of ability.
- ❖ To model teaching and learning behaviours that avoid labelling.
- ❖ To narrow the gap between boys' and girls' and disadvantaged pupils and other pupils.
- ❖ To promote cultural development and understanding through a rich range of experiences, both in and beyond the school through our curriculum.
- ❖ To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 with particular focus on homophobic bullying and prejudice.
- ❖ To tackle prejudice and promote understanding in relation to people with disabilities.

Meeting the Public Sector Equality Duty

- ❖ County Upper School's key aspirations set out clearly an ethos that treats everyone with equal respect and strongly rejects all forms of discrimination against students or staff.
- ❖ County Upper School's policies all reflect a commitment to equality. In particular, reference should be made to the anti-bullying, behaviour and SEND policies, including the accessibility statement.
- ❖ The school's curriculum statements reflect a similar commitment to equality.
- ❖ County Upper School strives to actively close gaps in attainment and achievement across groups of students, including those eligible for the pupil premium, those with special educational needs and disabilities, looked after children and pupils from minority ethnic groups. Its progress in this important area is monitored by the senior leadership team and governing body.
- ❖ Through living out its ethos and by its taught RSE programme, assemblies, tutor time, the annual curriculum enrichment week and the day-to-day treatment of individuals, County Upper constantly strives to meet its public equality duty.
- ❖ In its recruitment practices, County Upper ensures it complies with all equality legislation in employment.

Signed: Chair of Governors

Approved by the Governing Body on: 18th June 2020

Subject to: Annual Review