

### **Public sector Equalities duty**

- (1) eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (2) advance the equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

### **Ricards Lodge High School Equality Objectives**

- 1. To continue to narrow any gap in attainment between students who share a relevant protected characteristic or social grouping and persons who do not share it. [Obj 2]
- 2. To continue to monitor the wellbeing of staff and students who share a relevant protected characteristic or social grouping and persons who do not share it in order to ensure that support is in place and to close any gaps. [Obj 1 and 2]
- 3. To continue to embed the values of the school throughout the school community including education on British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs across the school community. [Obj 1 and 3]
- 4. To continue to provide opportunities for the school community to explore 'protected characteristics' and the Equality Act 2010, through the curriculum, pastoral programme, enrichment activities, training opportunities and parent/carers events. [Obj 1 and 3]
- 5. To continue to provide a safe space for the school community to explore and discuss their identity and experiences of equality, diversity and inclusion. [Obj 3 and 2]
- 6. To continue working with the school community to ensure everyone understands how to respond to incidences of discrimination and sexual harassment and the importance of reporting incidences in school and the local community. [Obj 1 and 2]
- 7. To continue recruiting students as 'Cultural Ambassadors' and 'Equality Representatives', providing opportunities for student leadership to raise awareness of and celebrate the diversity in our school and local community. [Obj 1, 2 and 3]
- 8. To continue to involve staff voice through working parties and consultations so that our school value 'We Champion Equality' is upheld. [Obj 1, 2 and 3]

9. For our staff and students to continue participating in Merton's Equality Forum. [Obj 3]

10. To continue to provide appropriate training opportunities for staff and Governors to reflect on best practice and discuss up to date issues on equality, diversity and inclusion including relevant Government proposals and changes. [Obj 1, 2 and 3]

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