



Our school aims to meet its obligations under the public sector equality duty by having due regard for the need to:

Working with our local community. This includes maintaining links with different faith groups.

Encouraging and implementing initiatives to enhance relationships within and between different groups of pupils. For example, our school council has representatives from each year group and is formed of pupils from a range of backgrounds. All pupils are encouraged to partici

All pupils receive an introduction to deaf awareness in Year 7, and British Sgn language (BSL) dubs are available for all pupils.

We are supportive of requests for consideration in relation to religion.

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

Is accessible to pupils with disabilities.

Has equivalent facilities for boys and girls.

Outs across any religious holidays observed by pupils in the school.

LGBTQ+ pupils will be fully included in the school community.

to provide appropriate interventions for pupils to promote positive behaviour, especially for those groups over-represented in behaviour data.

We have chosen this objective because of the widening need profile of our school community.

To achieve this objective we plan to:

All year groups to have the support of a non-teaching Assistant head of year. Selected staff from LD to complete Emotional Literacy Support Assistant Training Increase investment in on-site alternative provision, including training for staff, creating a TLR to oversee AP and work with the local authority to re-model part of the school site to provide this provision.

Continue to roll out TPP training.

to continue to ensure access for all staff.

We have chosen this objective because we value all staff and it is important for pupil progress that all staff are able to do their jobs effectively.

To achieve this objective we plan to:

Continue to pay into

their advice and guidance.

Continue to make reasonable adjustments required to ensure that staff are able to access work. (There are currently no staff who require adjustments that have not already been made.)

Conduct risk assessments for all pregnant staff with fortnightly reviews after the initial risk assessment.

Provide counselling for staff with emerging mental health and wellbeing needs.

Continue the staff mental health and wellbeing group.

Continue to run and promote the staff menopause wellbeing group.

The designated member of staff for equality, in association with the Headteacher and Sweyne Park LGB, will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the designated member of staff for equality, in association with the Headteacher, at least every four years.

This document will be approved by Sweyne Park LGB.

This document link to the following policies:

Accessibility plan

Inclusion Policy (including SEN and Equality policy)

Risk Assessment.

