



# Equality Objectives at Princes Risborough School

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**2022 - 2026**

## **Public Sector Equality Duty**

At Princes Risborough School we promote equality of opportunity for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

In addition, schools have two specific equalities duties:

1. To publish equality information to show compliance with the Equality Duty. This is done via our Equality & Cohesion Policy.
2. To publish one or more measurable and specific equality objectives at least once every four years.

## **What are the Protected Characteristics?**

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity. Marriage and civil partnerships and age are also 'protected characteristics', but these apply to staff but not students in schools.

## **Our Equalities & Cohesion Policy**

Our Equalities & Cohesion Policy contains information about how the school complies with the Public Sector Equality Duty. This policy is available on our website.

### **Our Equality Objectives for 2022 - 2026**

Our Equality Objectives reflect the school priorities and draw upon available data. Careful analysis of the data is undertaken in order to ensure we are working hard to achieve improved outcomes for different groups.

The Equality Objectives are reviewed annually and are set out below:

Objective 1	Encouraging girls to consider non-stereotyped career options through improved careers education and through initiatives designed to promote STEM careers for girls both formally and through informal careers information from STEM teachers.
Objective 2	Anticipating the needs of incoming refugee students from Ukraine through support with course choices at the beginning of KS4 and KS5, improve parental engagement through maintaining channels of communication with both families and hosts and offer support in developing conversational English skills as well as preparing existing staff and students to offer a supportive welcome to newcomers.
Objective 3	Analyse recruitment data and trends with regard to race, gender and disability by July 2023, and report on this to the governing board or relevant committees.
Objective 4	Analyse assessment & behaviour data to identify trends with regard to race, gender and disability by July 2023, report on this to the governing board or relevant committees and aim to reduce gaps between different groups.
Objective 5	Increase support for LGBTQ+ students through maintaining a group for LGBTQ+ students and allies following good practice from similar groups existing in other local schools with similar demographics.

These objectives are being monitored through SLT line management meetings, lesson observations, data analyses, and focus groups that have planned and targeted interventions.

Governors monitor the impact of the interventions termly and report to the full governing body on an annual basis.