

WIGMORE SCHOOL POLICY

2.25 Equality Objectives

1. The [Equality Act](#) came into force on 1st October 2010 and brought together over 100 different pieces of legislation. The Equality Act provides a legal framework to not only protect the rights of all individuals but to progress equality of opportunity for all; it promotes a fair and more equal society and protects individuals from unfair treatment. A key part of this is protection from discrimination, harassment and victimisation on the grounds of [protected characteristics](#). These include:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion and Belief
 - Sex
 - Sexual Orientation
2. Under the Equality Act we are required to publish:
 - information to show how our school complies with the Equality Duty; we do this through our Equalities Policy and Accessibility Plan;
 - specific and measurable equality objectives.
3. We monitor student welfare and achievement closely through analysis of data and a strong communication between our whole school staff; we have a strong pastoral team. We are able to respond to gaps between groups of learners and individual learners and their peers. We look at trends in data over time and compare ours with schools locally, regionally and nationally.
4. Our objectives for 2016-2017 are:
 - to provide an environment that protects, respects and welcomes diversity;
 - to close gaps in progress between all groups of students e.g. boys and girls, those eligible for Free School Meals, those with Special Educational Needs and Disabilities, Children that are Looked After and those from different heritage groups;
 - to ensure that everyone has opportunities to make a positive contribution to the life of our school;
 - to increase awareness and understanding of issues in different communities;
 - to review Equality across the school using Herefordshire Council's equality review tool *Excellence and Equity – an equality planning framework for Herefordshire schools and settings*; we will then update the following accordingly:
 - *Accessibility Plan*
 - *Equal Opportunities Policy*
5. Further information:
https://www.herefordshire.gov.uk/info/200148/your_council/557/about_herefordshire_council/5
https://www.herefordshire.gov.uk/download/downloads/id/4217/equality_policy_2017-2019.pdf
<http://www.equalityhumanrights.com/legal-and-policy/legislation/equality-act-2010/what-equality-act>
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85017/individual-rights1.pdf

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