Equality Objectives 2023

Introduction

Our vision is to be a centre of excellence at the heart of the local community by delivering an exceptional education for every individual through consistently inspirational and challenging teaching; where we show pride in our exemplary standards as together we celebrate reaching our aspirational goals

Public Sector Equality Duty

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their gender; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Warblington School is an inclusive school where we focus on the well-being and progress of every student and staff member and where we value all members of our community.

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and the wider school community on our approach to promoting equality.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

At Warblington School, we observe good equalities practice in staff recruitment, retention and development.

Equality Information (March 2023)

Number of students on roll at the school: **682 (up from 567 in 2021)**   Age of students: **11 to 16**

Information on students by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all students are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of students

In addition to students with protected characteristics, we gather further information on the following groups of students:
 Students eligible for Free School Meals (FSM)
- Students with Special Educational Needs (SEN)
- Disadvantaged group
- Students with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Race/Ethnicity	% of students	% of students (2022 data)	% of students (2021 data)
White - British	88%	89%	90.89%
White and Asian	0.5%	0.34%	0.18%
Pakistani	0.2%	0.17%	0.18%
Indian	0.4%	0.51%	0.36%
Bangladeshi	0.2%	0.34%	0.36%
Black African	1%	0.34%	0.18%
White and Black Caribbean	0.4%	0.34%	0.36%
White and Black African	1.2%	1.01%	0.71%
Any other White background	4.0%	3.54%	3.39%
Any other mixed background	0.9%	1.01%	1.43%
Any other Asian background	1.8%	1.68%	0.89%
Any other ethnic group	0.2%	0.51%	0.18%
Gypsy / Roma	0.2%	0.34%	0%
Refused	0.2%	0.34%	0.54%

Students eligible for Free School Meals (FSM):   191 (28%)   (2021 – 23%; 2022 – 25%)
Students eligible for Student Premium Funding: 232 (34%)   (2021 – 30%; 2022 – 34%)
Students with Special Educational Needs (SEN):   144 (21%)   (2021 – 20%; 2022 – 21%)
Students with EHCP: 19 (2.8%)   (2021 – 1.6%; 2022 – 2%)
Students with English as an Additional Language (EAL):   33 (5%)   (2021 – 5%; 2022 – 5%)
Young carers: 44 (6.5%)   (2021 – 6.4%; 2022 – 6%)
Looked after children: 4 (0.6%)   (2021 – 0.7%; 2022 – 0.3%)

Growing Minds,
Successful Futures

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for students within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Warblington School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- The Behaviour Policy ensures that all students feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Designing the curriculum to ensure that it meets the needs of our students and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure all students are given equal entitlement to achieve. Tracking student progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all students have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of students and adults to evaluate the effectiveness of our policies and procedures.

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and students in school development
- Listening to parents/carers
- Listening to students at all times
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

Ensuring that Warblington School is seen as a community school within our local community
Ensuring that equality and diversity are embedded in the curriculum.

Equality Objectives

At Warblington School, we are committed to ensuring equality of education and opportunity for all students, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support students, raise standards and ensure inclusive teaching, we have set the following objectives: -

Equality Objective	Success Criteria / Evidence
1a) To continue to provide a school environment that welcomes, protects and respects diverse people. b) To review the accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.	HS Governors reports and minutes of meetings Feedback from visitors / external reports Eco school status Investors in careers Governors involved in recruitment to ensure process seeks the best available candidate
2a) To train all staff on how to respond effectively to behaviour including racist comments / bullying behaviour. b) To eradicate the use of homophobic, sexist, racist and other discriminative language by students in the school.	Anti-Bullying and Behaviour The views of all stakeholders The number of racist incidents will be minimal. Reporting of number of incidents to governors
3. To continue to close the gaps in attainment and achievement between students and all groups of students; especially boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, and students from different heritage groups.	Attainment of key groups shows improvements across all year groups. Regular tracking and monitoring through LM minute and via data dashboards Focus of CPD / Professional Growth on Evidence Based Teaching and specific disadvantaged strategies