



Perschore High School

Equality Objectives 2025/26

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to 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.

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.

Our Values:

1. We have the highest expectations of all our students.
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.

Objective	Objective detail	Why chosen?	Required to achieve:	Progress made
Objective 1	Ensure every child feels safe in school and is protected from prejudicial bullying	<p>Staff and students should respect and value difference fostering a sense of belonging safety.</p> <p>Prejudicial bullying is unacceptable and will be responded to in a robust and timely fashion.</p>	<p>A robust behaviour and anti-bullying policy that addresses prejudicial bullying</p> <p>Awareness and education raising through:</p> <ul style="list-style-type: none"> • Assemblies • Tutor activities and WISER • PSHE/RSE lessons • Restorative actions • Appropriate sanctions • Appropriate extra-curricular opportunities • Better recording in order to best place resources • Celebrations and rewards. 	<p>All reported bullying incidences recorded, responded to and monitored. Reporting systems regularly flagged to students</p> <p>Homophobic, transphobic, racist, sexual incidents logged separately for analysis</p> <p>Zero tolerance policy on the use of discriminatory, homophobic, transphobic or racist language</p> <p>Internal and external support systems in place</p> <p>Work continues with Lucy Faithful organisation. WISER programme specifically looks at inclusivity and protective characteristics.</p>

Objective 2	Ensure all staff have completed appropriate equalities training and this is included in staff induction and refreshed as appropriate and required.	Staff recognise that students (and colleagues) may face particular discrimination due to protected characteristics. They seek to understand and improve awareness by ensuring that all staff receive appropriate training	A commitment to time given to staff to undertake high quality training from inhouse experts or external agencies	<p>Training relating to Equality, Diversity or Inclusion:</p> <p>SEND training delivered to whole staff September 2025.</p> <p>Adaptive teaching (2024-25)</p> <p>Autism awareness training (2022-23, 2023-24, 2024-25, 2025-26)</p> <p>In-house Sexual harassment training (2023-24)</p> <p>Diabetes training (selected staff 2025-26)</p> <p>Specialist training for tube feeding (selected staff 2025-26)</p> <p>ACES training (2023-24 and ongoing)</p> <p>Trauma informed training (2023-24 and ongoing)</p> <p>Next steps; PACE training and due to be delivered by our Educational psychologist. PP ACEs banding and awareness training.</p>
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Objective 3	School environment and protocols are appropriate for all in respect of all protected characteristics	An increasingly diverse school population and a desire to be respectful of this	<p>Non-discriminatory facilities and policies</p> <p>e.g. adaptations to toilets and uniform to meet the needs of all students; improved accessibility</p>	<p>Gender-neutral toilets and uniform policy in place</p> <p>Hold-open doors, lifts and where possible level access to all rooms for accessibility</p> <p>Next step</p> <p>Time and space given for student groups such as LGBTQ+ club which is actively encouraged</p> <p>Young carers support.</p>
Objective 4	High quality education made available to all students regardless of background, characteristics or circumstance	To reduce variations in outcome between different groups of students	All students have unrestricted access to a broad and balanced curriculum regardless of their personal context; students with the highest level of need (EHCP), have full access to an appropriate curriculum following a formal consultation process	<p>Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success</p> <p>Pupil Premium strategy designed to close attainment gaps</p>
			<p>Provide opportunities at KS4 for students to achieve qualifications appropriate to their personal progression route</p> <p>High expectations of all students; reasonable adaptations and adjustments made to ensure equity of opportunity to fulfil their potential</p>	<p>Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary</p> <p>Ensuring that all pupils have the opportunity to access extra-curricular provision</p> <p>Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures</p>