



Equality Objectives

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EQUALITY OBJECTIVES

Wexham School seeks to promote equality and celebrate the diversity within our community.

To comply with the Equality Duty the School will:

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

What are the protected characteristics?

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

Our Equality Duty contains information about how the School complies with the Public Sector Equality Duty. Guidance is given to staff and outside visitors on the School's approach to promoting equality.

Equality Objectives 2020-21

Our Equality Objectives reflect the School's priorities and draw upon available data as well as other evidence. Careful analysis is undertaken to ensure that, as a School, we are working to achieve improved outcomes for different groups.

Our Equality Objectives are:

- Narrow the Key Stage 4 attainment gap between boys and girls.
- Narrow the Key Stage 4 attainment gap between disadvantaged and non-disadvantaged.
- Narrow the Key Stage 4 attainment gap for Asian Pakistani boys and White Eastern European students.
- Reduce Fixed Term Exclusion rates for White Eastern European and Black students, to overall representation in school.
- To reduce the persistent absence of Non Free School Meal students / Non disadvantaged in line at least with national average.