



## 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 2025-26**

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:

- To narrow the Key Stage 4 attainment gap between PP and non PP students.
- To raise the attainment of students at SEND K.
- To raise the attainment of White English and White Eastern European students and also Black African students (in English 4+).
- Reduce suspension rates for White English students.
- To reduce the absence rate of White English, Pupil Premium and SEND K students.