



Moulton School and Science College EQUALITIES INFORMATION

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools, Academies and Settings:

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- 3. Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Moulton School has considered how well we currently achieve these aims with regard to the eight protected equality groups

1. Race
2. Disability
3. Sex
4. Gender Reassignment
5. Age
6. Pregnancy and Maternity
7. Religion and Belief
8. Sexual Orientation

In compiling this equality information we have

- Identified evidence already in the school of equality within policies and practice and identified gaps.
- Examined how our school engages with the protected groups, identifying where practice could be improved.

General Duty			
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	<p>Race hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote racial discrimination are challenged by staff and incidents logged centrally.</p>	<p>Students' are tracked by groups, including ethnicity. Performance compared to the whole school community is monitored in relation to academic indicators as well as behaviour.</p> <p>We will ensure that admissions criteria are open to all ethnic groups and administered consistently and fairly.</p>	<p>Teaching methods will encourage positive attitudes to racial diversity and equality.</p>
Disability	<p>Hate crimes based on disability are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote discrimination on the grounds of disability are challenged by staff and incidents logged centrally.</p>	<p>We will avoid stereotypical assumptions about students' abilities and aptitudes.</p> <p>All students will be encouraged to consider the full range of options pre and post GCSEs.</p>	<p>We will take active steps to ensure that disabled parents are encouraged to become involved in the school. Participation will be monitored. (eg parents evenings)</p>
Sex	<p>Sexual crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote sexual discrimination are challenged by staff and incidents logged centrally.</p>	<p>Students' are tracked by groups, including sex. Performance compared to the whole school community is monitored in relation to academic indicators as well as behaviour.</p>	<p>Teaching methods will promote achievement equally from both boys and girls.</p>

Gender Reassignment	We will not discriminate in the selection of new staff on any criteria apart from their ability to perform the role outlined within the job description.	All staff have access to professional development opportunities and this will be monitored.	Issues of equality and diversity will feature in staff inductions, training and staff meetings, as appropriate.
Pregnancy and Maternity	We will adjust working practices in line with health and safety advice during pregnancy. We will uphold employment law relating to maternity and paternity leave.	We will support the education of any student is pregnant in line with health and safety advice. All staff have access to professional development opportunities and this will be monitored.	Issues of equality and diversity will feature in staff inductions, training and staff meetings, as appropriate.
Age	We will not discriminate in the selection of new staff on any criteria apart from their ability to perform the role outlined within the job description.	All staff have access to professional development opportunities and this will be monitored.	Teaching methods will encourage positive attitudes to the elderly.
Religion and Belief	Religious hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed. Inappropriate talk or actions that promote religious discrimination are challenged by staff and incidents logged centrally.	We will facilitate the need for students to observe religious requirements in relation to worship.	Teaching methods will encourage positive attitudes to religious diversity and equality. We will acknowledge and celebrate a range of religious festivals throughout the year in assemblies and through the teaching of Religious Education.
Sexual Orientation	Homophobic hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed. Inappropriate talk or actions that promote homophobic discrimination are challenged by staff and incidents logged centrally.	All students will be encouraged to consider the full range of options pre and post GCSEs, regardless of sexual orientation.	Teaching methods will encourage positive attitudes to sexual diversity and equality

Equalities Action Plan

Objective	To guard against	Test	Lead and other key players	Actions	Rating
The level of achievement at GCSE will be equal for boys and girls	Sexual discrimination	GCSE analysis	Senior Leadership Team, Subject Leaders, Y11 Leader	All subjects to have identified any significant variation in the performance of boys and girls at GCSE level, and intervention strategies will have been identified and implemented to raise the performance of boys, where necessary.	Amber
Moulton School will have been awarded the silver Anti-bullying Award	Racial and sexual orientation discrimination	External verification of the standards	Senior Leadership Team and Life Skills Team, together with Year Leaders	The anti-bullying group will have devised and implemented further actions to raise the profile of anti-bullying A student friendly anti-bullying leaflet/policy will have been produced The anti-bullying policy will have been further reviewed against the latest DfE guidance	Amber
Moulton School will have been awarded the higher International School award	Racial discrimination	External verification of the standards	Senior Leadership Team and Life Skills Team	The school will have set up 3 international events for that year The school will have set up 7 international events for that year	Amber