

St Crispin's School Equality Objectives

St Crispin's School is committed to ensuring equality of provision throughout the school community. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of any protected characteristics.

Protected Characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Ethnicity and race
- Gender
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

Under the Equality Act 2010, the school is committed to the Public Sector Equality Duty to:

- eliminate discrimination, harassment and victimisation on the basis of any of the protected characteristics
- advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
- foster good relations between people who share a relevant protected characteristic and persons who do not share it.

As a school, we take our responsibilities under the Act very seriously. When writing and reviewing policies and School Development Plan and in our performance management process, we consider and have due regard to the three responsibilities above.

In conjunction with the schools Equalities Policy, our School Development Plan and Three Year Strategic Plan will show not only how we wish the school to develop over the next one or three years, but also how we wish to tackle issues relating to equality.

The school will tackle three issues relating to equality through our Three Year Strategic Plan:

- Remain full and seek growth in PAN to 240 which meets the requests of our local community and ensure our gender split is in line with our local population distribution. As a school, we also aim to close the gap in achievement between the genders in all Key Stages. Please also refer to our Curriculum and Personal, Social, Health and Citizenship Education (PSHCE) policies
- Manage, develop and enhance the curriculum to meet the needs of all students of all abilities. St Crispin's School is an inclusive school and supports students with a wide range of abilities. The school has also recently opened an ASD Resources to support Autistic students from our local community. Please also refer to our Curriculum, Equal Opportunities, Gifted and Talented, Personal, Social, Health and Citizenship Education (PSHCE), Sex and Relationships Education, Work Related Learning, Special Educational Needs and Disability (SEND) Support for Pupils with Medical Conditions, Anti Bullying and Equalities policies; the Accessibility Plan; SEN Information Report
- Maintain high standards of behaviour for learning and preparedness for being a valuable and responsible member of British society. Our Pastoral 'Them and Us' project challenges and educates three basic equality driven behaviours to do no harm, to be kind and to respect others. Please also refer to our Curriculum, Equal Opportunities, Equalities and Behaviour policies.