Castle Hill School

Innovating, Communicating, Empowering

Equality Duty

Policy Created	**2017**
Committee	**Governors**
Last review	**September 2025**
Frequency	**Annually**
Date to be reviewed	**September 2026**

Introduction

We recognise that the public sector equality duty (known as the PSED or the equality duty) two parts: a general duty, and specific duties.

The general duty has three aims and they are to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The specific duties for schools are to:

1. To publish information to demonstrate how they are complying with the equality duty.
2. To prepare and publish one or more specific and measurable equality objective.

Aims and objectives

Castle Hill School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment).

We aim to provide the highest possible education for all of our students. The ethos of our academy clearly reflects our commitment to fully include and respect all members of our academy community.

We have set ourselves the following objectives:

- To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities

- To promote mental health awareness and develop appropriate interventions where necessary
- Actively close gaps in attainment and achievement between students for all groups of students.
- Monitor and address any incidence of the use of homophobic, sexist and racist language in our academy.
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

General Policy Statement

At Castle Hill School we intend to provide a safe, secure, caring environment where everyone is valued and respected equally. We aim to provide an inclusive education where pupils develop independent learning skills and are taught according to need whatever their age, gender, background, beliefs or abilities.

National legislation re disabilities, race relations and special education needs underpin this policy, which has also taken into consideration national, local and school policies on Special Educational Needs, Gifted and Talented, Equal Opportunities and Health and Safety.

Protected Characteristic	**Group**	**What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?**	**What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?**	**What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?**	**What action do we need to take – these will form your objectives**
Race **Disability** **Age** **Religion and Belief**	**Students**	Differentiated curriculum pathways Equal Opportunities Policy Curriculum Positive behaviour Policy Comparative attainment data Wellbeing agenda	Differentiated curriculum pathways Diversity celebration through the curriculum Formative and Summative assessment Basic Skills Quality Standard Award	School activities to promote positive attitude to support protected groups including through the application of the curriculum Assemblies	ReWorks build to secure empowered transition for all students. EYFS play area Development of play and breakout areas

		Safeguarding agenda and x5 DSL Mixed staff demographic/EHC referrals Comprehensive curriculum for all age groups Therapy and medical support	SMSC Gold Award UNICEF Rights of the child Award Careers QS Metal Health QS *Bilingual support **Therapy and medical support Sensory OT support	Academy Vision Statement School Vision Statement Standard Award SMSC Gold Award UNICEF Rights of the child Award Careers QS Metal Health QS AFL, parents evening records, parent questionnaire Outreach agenda and records Sixth Form Recycling Centre build	
Race **Disability** **Age** **Religion and Belief**	**Staff and parents**	Equal Opportunities Policy Recruitment & Selection Policy & Paperwork HR data, applicant monitoring HR data Support plans and info on phased returns Data on staff registered disabled	Fair recruitment processes Positive behaviour Policy HR data, applicant monitoring HR data Support plans and info on phased returns Data on staff registered disabled	Staff Briefings Monitoring of workforce-questionnaire responses Fair and transparent HR processes, Reasonable adjustments made Parents' forums and workshops	Continue to monitor employment to move towards a greater reflection of school community Ongoing update of policies and good practice Enhanced CPD offer Staff wellbeing projects including resilience mentors and staff MOTs.

		Risk Assessments Employee Health Care Input Mental Health First Aiders Wellbeing Agenda Further development of our wellbeing offer. To provide Resilience mentors.	Parents' forums and workshops Bilingual support Risk Assessments Employee Health Care Input Mental Health First Aiders Wellbeing Agenda Resilience mentors.	Wellbeing Working Party	
Sex/Sexual Orientation/Gender reassignment	**Students**	Celebration of diversity through the curriculum PSHCE curriculum Positive Behaviour Policy Pupil assessment data Pupil behaviour data Relationships & Health Education Policy Religious Education Policy SMSC Policy	Inclusive Curriculum Assemblies Behaviour policy Student Council/Voice Basic Skills Quality Standard Award 2025 SMSC Gold Award 2025 UNICEF Rights of the child Award 2025	Curriculum & syllabus data Attendance data Assemblies Student Council/Voice Links and outreach records Celebration of national events Basic Skills Quality Standard Award 2022 SMSC Gold Award 2022	Continual application of Relationships & Health Education Policy

			Basic Skills Quality Standard Award 2025 SMSC Gold Award 2025 UNICEF Rights of the child Award 2025		UNICEF Rights of the child Award 2022	
Sex/Sexual Orientation/Gender reassignment	**All**	**Staff**	Equal Opportunities Policy HR Data Positive Behaviour Policy Wellbeing support Wellbeing champions Mental health first aid	Equal Opportunities Policy HR Data Positive Behaviour Policy Wellbeing support Wellbeing champions Mental health first aid	HR policies and procedures Fair and transparent processes Staff Briefings Wellbeing support Wellbeing champions Mental health first aid	Update/ratification of policies
Pregnancy and Maternity	**All**	**Staff**	Equal Opportunities Policy Recruitment & Selection Procedures HR data on rate of return post maternity leave Risk assessments completed	Compliance with legislation, Maternity entitlements Flexible Working Requests / Adjustments made Risk assessments completed	Celebration of pregnancies and births Paternity leave granted Staff Briefings Risk assessments	Update/ratification of policies

Marriage and civil partnership	**All**	**Staff**	Policy Recruitment & Selection Procedures	Equal Opportunities Policy HR Data Positive Behaviour Policy Wellbeing support Wellbeing champions Mental health first aid	HR policies and procedures Fair and transparent processes Wellbeing support Wellbeing champions Mental health first aid	Update/ratification of policies