

## Equalities Objectives Action Plan 2022-23

This plan is intended to fulfil our obligations for Public Sector Equality Duty and ensure that we develop an ethos across the student and staff body where it is important to ‘be nice’, and promote our C.H.R.I.S.T values by:-

1. Eliminating discrimination and other conduct prohibited by the Equality Act
2. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
3. Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not

DEVELOPMENT OBJECTIVE 2021-2025 (Intent)	CURRENT POSITION – July 2022	ACTIONS / RESOURCES (Implementation)	LEAD PERSON	TIME-SCALE	SUCCESS CRITERIA	JULY 2023 UPDATE (Impact)
<p><b>Staff –</b> To foster good relations across the whole staff body between those who share a protected characteristic and those who do not, and for any issues raised to be addressed</p>	<ul style="list-style-type: none"> <li>- Staff have received training, and initial information gathered about where staff saw strengths/ weaknesses of Slough and Eton as an Employer. These were fed back to SLT and acted on as appropriate.</li> <li>- Equalities Steering Group set up</li> </ul>	<ul style="list-style-type: none"> <li>- Staff meeting and governor’s minutes to note impact of significant decisions on protected characteristics</li> <li>- Half-termly meetings of Steering Group with associated actions based on feedback</li> <li>- Staff training on EDI</li> <li>- HR to track and monitor issues arising concerning those with protected characteristics</li> <li>- Conduct staff questionnaires</li> </ul>	FSH BGL	July 2023	<ul style="list-style-type: none"> <li>- Meeting minutes of Equalities Steering Group demonstrates actions taken</li> <li>- Tracking and monitoring of issues raised with HR</li> <li>- Staff questionnaires completed and information received acted on</li> </ul>	
<p><b>Recruitment –</b> All applicants, regardless of protected characteristic, have equal opportunities for employment and career development at Slough and Eton School</p>	<ul style="list-style-type: none"> <li>- Protected characteristic information now not given to those shortlisting</li> <li>- Staff numbers from June 2022 show that the body is 74% female</li> </ul>	<ul style="list-style-type: none"> <li>- Equalities training/updates for all those shortlisting and interviewing staff</li> </ul>	BGL	July 2023	<ul style="list-style-type: none"> <li>- Recruitment continues to show increased diversity</li> </ul>	

	and 76% identify as Asian or Asian and white. When comparing sub-groups, the Senior Leadership Team did not reflect these numbers. Appointments of Associate Assistant Headteachers make the team more reflective of whole-staff body.					
<b>All characteristics –</b> An increased understanding of equality and diversity and the reduction of prejudice and discrimination.	<ul style="list-style-type: none"> <li>- Discrimination is now tracked for all protected groups. This led to a significant increase this year based on staff awareness of codes and understanding on how to record accurately</li> <li>- Staff have received training on equality and diversity and this is now set up to be a yearly update</li> <li>- A central Equalities folder relating to any discrimination issue set up and used by HoY</li> </ul>	<ul style="list-style-type: none"> <li>- Equalities Steering group meeting half-terminly to raise issues, discuss and set action plans</li> <li>- Set up student leadership opportunities for EDI</li> <li>- Whole-school equalities focus based on diversity calendar – look at including speakers through Library for a ‘Human Library’ to increase understanding of others’ lived experiences</li> <li>- Use of data more centralised to track what is happening with each protected characteristic from behaviour incident data, trips, extra-curricular etc.</li> <li>- Safeguarding data correlated with non-safeguarding</li> <li>- Start working towards Equalities Award</li> <li>- Staff, student and parent questionnaires sent out re.</li> </ul>	FSH	July 2022	<ul style="list-style-type: none"> <li>- Yearly staff training on equalities and challenging prejudice and discrimination</li> <li>- Whole-school focus through assemblies/tutor times on one protected characteristic (based on yearly calendar) to develop understanding of equality and diversity. Speakers invited.</li> <li>- Data tracking set up in all areas needed with classchart codes updated. Clarity over where possible issues are</li> <li>- Opportunities for student leadership of EDI set up</li> </ul>	

		equalities issues and results acted on			- Staff, student and parent questionnaires sent out re. equalities issues and results acted on	
<b>Gender –</b> To improve understanding of harmful sexual behaviour, identify it early, and empower staff and students to address it	- HSB is monitored through safeguarding logs and behaviour logs	- Curriculum audit on gender - Student questionnaires on HSB - Staff training on peer-on-peer abuse/harmful sexual behaviour/sexualised language. Staff to log through classcharts - PSHE lessons to reflect Ofsted June 21 Report	FSH CGO  SRA	July 2023	- Curriculum areas complete audit and make changes identifies - Student questionnaire responses acted on - Staff training - PSHE lessons updated as needed	
<b>Race –</b> To ensure that the curriculum is decolonised.	- Lots of disparate work done to address racism and raise awareness e.g. Black History Month, restorative conversations after incidents	- Curriculum audit on anti-racism with actions taken by curriculum areas -	FSH	July 2023	- All curriculum areas completed Anti-racism audit and made changes -	
<b>Sexuality -</b> To improve understanding of diverse sexualities and for students and staff to show respect and no tolerance for discrimination.	- PSHE / RSE lessons cover diverse sexualities - Highest group for negative behaviour points - Soft evidence of negative perception of LGBTQ+ within student body, and misunderstanding of what it means	- Curriculum audit on LTBTQ+ - Student/parent questionnaire on equalities including questions on LGBTQ+ - Steering Group focus on how to develop understanding and tolerance of LGBTQ+ (set up Pride group?) - 'Proud Ally' campaign? - Develop links with local religious leaders to work together on no tolerance for discrimination e.g. Mr Latif	FSH	July 2023	- Plan in place for addressing intolerance of LGBTQ+ -	
<b>Disability –</b>	- SEND students achieve significantly less well	- Sharing of key information by SEND-team	STT NSA	July 2023	- Learning walks and observations show	

To diminish the difference in progress made by students with SEND and all students.	(inc. mainstream SEND)	<ul style="list-style-type: none"> <li>- SEND Walkabout rota</li> <li>- IEPs shared with staff, staff auctioning key information</li> <li>- Drop-in sessions with staff as needed</li> <li>- Observations and learning walks to ensure that IEP information is being implemented</li> </ul>			that IEP targets are being implemented	
<b>Religion</b> – To develop understanding of and tolerance for people with different beliefs	<ul style="list-style-type: none"> <li>- RE lessons model respect for all</li> <li>- Some visitors historically for RE (not with Covid)</li> <li>- Assembly programme includes religious stories</li> </ul>	<ul style="list-style-type: none"> <li>- Integrated programme of RE visitors / visits to expose to people from different faith groups</li> <li>-</li> </ul>	DLO	July 2023	<ul style="list-style-type: none"> <li>- A programme of visits / visitors set up</li> </ul>	