

## Equality objectives

The school is covered by the public sector equality duty in the Education Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011. Our publishing obligations are set out in Equality Act 2010: advice for schools. Click on [link](#)

We will comply with the public sector equality duty. The duty can be found in the Equality Act 2010, c.15, Part 11, Chapter 1, Section 149. Click [link](#).

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of relevant protected characteristics.

The Act refers to **relevant protected characteristics**. These are:

Relevant Protected Characteristics			
Age	Disability	Gender Reassignment	Pregnancy & Maternity
Race	Religion or Belief	Sex	Sexual Orientation

This means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The school must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

The Jane Lane School is a person-centred school committed to including all children and young people. It is a school where children come first. We have the highest expectations for the achievement of all of our pupils. The core values (approved by governors in October 2018) of the school are:

CORE VALUES				
Proud to be me	Include me	Hear me	Keep me safe	Healthy me

We believe these core values promote equality. We focus on achievement and inclusion.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives are:

1. Promotion of cultural understanding, awareness and respect of different religious beliefs between different ethnic groups within our school.
2. Monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.
3. Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, looked after children and students from minority ethnic groups.
4. Continue to improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
5. Endeavour to ensure that the staff/governing body and representation of staff/governors in leadership roles is reflective of the local community.
6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.
7. Tackle prejudice/discrimination/disadvantage/underachievement
8. Promote understanding and tolerance
9. Value diversity
10. Foster good relationships

**October 2018**