Broughton Hall Catholic High School

Equality Plan, 2021/22

"We welcome our general duty under the **Equality Act** 2010 to have due regard to the need to eliminate discrimination; to advance **equality** of opportunity; and to foster good relations. The Act's 9 protected characteristics are: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity."

Equality Strand	Action	Monitoring impact?	Who?	When?	Such that…
All	Statutory Pupil and Staff Characteristics Annual Plan School Policies reviewed	Parental Surveys Pupil Voice Monitoring Logs	Head Teacher Governors Staff	On-going Annually In line with policy renewal cycle	Staff, parents and pupils are familiar with the principles underlying the school's Equality Plan. These principles are embedded in the life and work of the school.
All	Monitor and analyse pupil achievement in light of the Act's nine protected characteristics: acting on trends or patterns in the data that require additional support for pupils.	Groups analysed and compared both in school and against national outcomes.	Head Teacher Governors Staff	Annually in Sept and at data capture points	Data indicates that gaps are narrowing. Issues are identified and acted on swiftly and decisively.
All	The school's curriculum including PE, Dance and PSHE, promotes positive, diverse role models particularly those which reflect the school's diversity.	School senior and middle leaders review the curriculum.	School leaders Teachers All staff	School monitoring	Equality is reflected in lessons planning, and evidenced via lesson observations, pupil work and display.
All	The school's religious and pastoral life, including school uniform,	Monitoring logs	School leaders	Annually	Equality is reflected in the wider life of the school.

	School Council, rewards, fund raising, assemblies, Stem, trips and clubs, provide opportunities for all pupils.	Assembly themes Pupil Voice	Staff		
Equality Strand	**Action**	**Monitoring impact?**	**Who?**	**When?**	**Such that…**
Race Equality Duty	Statutory Identify, respond and report racist incidents figures to the Governing body / Local Authority on a termly basis.	Feedback Analysis of school log	Deputy Head Head Teacher Governors	Termly Annually	Race Equality is embedded in the life of the school. Number of incidents decreases over time. Where incidents do arise they are reported and dealt with effectively.
Gender/Sex/Sexual Orientation Equality Duty	Statutory Staff training PSHE programme Support systems Incident log	Feedback from staff and pupils School log	Deputy Head Head Teacher Governors	Termly Annually	Gender Equality is embedded in the life and work of the school. Sex/Sexual Orientation is recognised and respected and appropriate support is in place.
Disability Equality Duty	Statutory Buildings and facilities compliance School policies reflect Staff training	Feedback Monitoring and school logs	Deputy Head SenCo Head Teacher Governors	Termly Annually	That all have an awareness and understanding of the principles underpinning Disability Equality. All reasonable adjustments are made.

	PSHE programme Adjustments/support for individual staff, pupils, parents and visitors				