

AYLESBURY GRAMMAR SCHOOL

EQUALITY DUTY STATEMENT AND OBJECTIVES



Agreed by the Full Governing Body – July 2017

Report on compliance with the Equality Act 2010 and Equality Objectives – 2017-2018

1. Eliminating discrimination and other conduct that is prohibited by the Equality Duty

- i. The School has a system to review school policies and data to ensure that discrimination is eliminated along with any other conduct that is prohibited by the Equality Act.
- ii. The School's policies were presented to the Governing Body in July 2014 (Staff) and March 2017 (Students).

2. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

- i. The school will provide space for those of any faith who wish to pray. The Act of Worship policy is inclusive. For example, the School has a faith group (Enhance) that meets on a weekly basis. Although it is run by Christians, most of the sessions are inter faith and suitable for all. A Friday Prayer Room is made available for Muslim students and additional prayer opportunities and support is offered during Ramadan.
- ii. Current data shows that there is no significant difference in achievement between students from different ethnicity groups nor between students with and without special educational needs, however the school will continue to review the data and revise the analysis tools used to check for any variances so that action can be taken if necessary.
- iii. Data collected by the school about bullying has been analysed. There is no evidence to suggest that there are any significant problems, but all such matters are kept under constant review. There has been a low incidence of behaviour with racist undertones. Where proven these have been dealt with robustly by the school. The revised anti-bullying questionnaire is issued annually to all students. Records of discriminatory behaviour are maintained.
- iv. The annual bullying questionnaire was revised in 2017 to reflect the different protected characteristics outlined by the Equality Act. This most recent survey is used annually.
- v. An online anonymous concern form was launched in March 2017 to help students report any inappropriate behaviour and it has been used to report discriminatory behaviour which is followed up and logged.
- vi. Direct support, advice and guidance is given to students about sexuality and transgender. All staff received training in transgender.

3. Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it

- i. Each House has a designated charity which changes annually and reflects school, local or national needs. The School always responds to any appeals from the DEC. The proceeds from House Music each year are sent to a charity of the House Captain's choice. This always reflects a school or local need – for example, the EB Society, Teenage Cancer Trust or CALM.
- ii. Our series of Remembrance Services continues to support the British Legion Poppy Appeal. During the school year, a number of students request opportunities to raise money for good causes. The Deputy Headteacher collates these.
- iii. We have an active partnership with Malosa Secondary School in Malawi. This has expanded in recent years to encompass the whole community. Students visit Malawi biannually with a return

exchange hosted in the summer of 2017. We have very active partnerships with German, French and Spanish School and we have strong links with local special schools.

- iv. The PSHCE programme and the Sixth Form Speakers Programme aim to deliver sessions on a range of issues that relate to equality. For example, mental health, charitable work, disability, prejudice and sexuality.

Equality Objectives 2017-2021

- i. **Review School data on achievement and participation in order to analyse any areas of underachievement or disengagement with any protected groups**
- ii. **When policies are reviewed they will be checked for compliance with the Equality Act 2010**
- iii. **Track and evaluate the progress and engagement of students in receipt of Pupil Premium**