



THE PRIMARY AIM OF VENTRUS SCHOOLS IS TO ENABLE ALL PUPILS TO TAKE PART AS FULLY AS POSSIBLE IN EVERY PART OF SCHOOL LIFE BY DEVELOPING EACH CHILD'S SELF-CONFIDENCE, RECOGNISING THEIR STRENGTHS AND ENCOURAGING THEM TO ACHIEVE THEIR FULL POTENTIAL.

AT VENTRUS SCHOOLS WE WILL TAKE STEPS TO ADVANCE EQUALITY OF OPPORTUNITY, FOSTER GOOD RELATIONS AND ELIMINATE DISCRIMINATION OR HARASSMENT ACROSS ALL THE PROTECTED CHARACTERISTICS (AGE, RACE, GENDER REASSIGNMENT, DISABILITY, MARRIAGE AND CIVIL PARTNERSHIP, RELIGION AND BELIEF, PREGNANCY AND MATERNITY, GENDER, SEXUAL ORIENTATION) WITHIN THE SCHOOL COMMUNITY.

THIS MEANS:

- WE WILL TAKE REASONABLE AND NECESSARY STEPS TO MEET PUPILS' NEEDS BY USING A VARIETY OF APPROACHES AND PLANNING REASONABLE ADJUSTMENTS FOR DISABLED PUPILS, ENABLING OUR PUPILS TO TAKE AS FULL A PART AS POSSIBLE IN ALL THE ACTIVITIES OF THE SCHOOL. WE WILL MAKE REASONABLE ADJUSTMENTS TO ENSURE THE SCHOOL ENVIRONMENT AND ITS ACTIVITIES ARE AS ACCESSIBLE AND WELCOMING AS POSSIBLE FOR PUPILS, STAFF AND VISITORS TO THE SCHOOL. WE ARE ALSO COMMITTED TO ENSURING STAFF WITH A DISABILITY HAVE EQUALITY OF OPPORTUNITY.**
- WE WILL ACTIVELY ENCOURAGE POSITIVE ATTITUDES TOWARDS PUPILS AND STAFF AND EXPECT EVERYONE TO TREAT OTHERS WITH DIGNITY AND RESPECT.**
- WE WILL REGULARLY CONSIDER THE WAYS IN WHICH THE TAUGHT AND WIDER CURRICULUM WILL HELP TO PROMOTE AWARENESS OF THE RIGHTS OF INDIVIDUALS AND DEVELOP THE SKILLS OF PARTICIPATION AND RESPONSIBLE ACTION.**
- WE WILL REGULARLY CONSIDER THE WAYS IN WHICH OUR TEACHING AND THE CURRICULUM PROVISION WILL SUPPORT HIGH STANDARDS OF ATTAINMENT, PROMOTE COMMON VALUES, AND HELP STUDENTS UNDERSTAND AND VALUE THE DIVERSITY THAT SURROUNDS THEM, AND CHALLENGE PREJUDICE AND STEREOTYPING.**
- WE WILL MONITOR THE PROGRESS AND ACHIEVEMENT OF PUPILS BY THE RELEVANT AND APPROPRIATE PROTECTED CHARACTERISTICS. THIS INFORMATION WILL HELP THE SCHOOL TO ENSURE THAT INDIVIDUAL PUPILS ARE ACHIEVING THEIR POTENTIAL, THE SCHOOL IS BEING INCLUSIVE IN PRACTICE, AND TRENDS ARE IDENTIFIED WHICH INFORM THE SETTING OF OUR EQUALITY OBJECTIVES IN THE SCHOOL IMPROVEMENT PLAN.**
- WE WILL COLLECT AND ANALYSE INFORMATION ABOUT PROTECTED CHARACTERISTICS IN RELATION TO STAFF RECRUITMENT, RETENTION, TRAINING OPPORTUNITIES AND PROMOTIONS TO ENSURE ALL STAFF HAVE EQUALITY OF OPPORTUNITY. WE WILL NOT ASK HEALTH-RELATED QUESTIONS TO JOB APPLICANTS BEFORE OFFERING A JOB, UNLESS IT RELATES TO AN INTRINSIC FUNCTION OF THE WORK THEY DO. WE WILL MAKE REASONABLE ADJUSTMENTS SUCH AS PROVIDING AUXILIARY AIDS FOR OUR DISABLED STAFF.**

- **WE WILL ENSURE THE CURRICULUM IS ACCESSIBLE TO ALL PUPILS WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) OR THOSE FOR WHOM ENGLISH IS NOT THEIR FIRST LANGUAGE. AUXILIARY AIDS AND SERVICES WILL BE PROVIDED FOR THEM, WHERE REASONABLE ADJUSTMENTS ARE REQUIRED. BY PLANNING AHEAD, WE WILL ENSURE THAT ALL PUPILS ARE ABLE TO TAKE PART IN EXTRA-CURRICULAR ACTIVITIES AND RESIDENTIAL VISITS, AND WE WILL MONITOR THE UPTAKE OF THESE TO ENSURE NO ONE IS DISADVANTAGED ON THE GROUNDS OF A PROTECTED CHARACTERISTIC.**
- **WE WILL SEEK THE VIEWS OF ADVISORY STAFF AND OUTSIDE AGENCIES AND PARTNERSHIPS WITH OTHER SCHOOLS WHERE THIS IS NEEDED. IN PLANNING THE CURRICULUM AND RESOURCES WE WILL TAKE EVERY OPPORTUNITY TO PROMOTE AND ADVANCE EQUALITY.**
- **BULLYING AND PREJUDICE RELATED INCIDENTS WILL BE CAREFULLY MONITORED AND DEALT WITH EFFECTIVELY. REGULAR TRAINING WILL BE GIVEN TO BOTH EXISTING AND NEW STAFF TO ENSURE THAT THEY ARE AWARE OF THE PROCESS FOR REPORTING AND FOLLOWING UP ANY INCIDENTS OF BULLYING.**
- **WE EXPECT THAT ALL STAFF WILL BE ROLE-MODELS FOR EQUAL OPPORTUNITIES, DEAL WITH BULLYING AND DISCRIMINATORY INCIDENTS AND BE ABLE TO IDENTIFY AND CHALLENGE PREJUDICE AND STEREOTYPING.**
- **THROUGHOUT THE YEAR, WE WILL PLAN ON-GOING EVENTS TO RAISE AWARENESS OF EQUALITY AND DIVERSITY. THIS MAY INCLUDE A FOCUS ON DISABILITY, RESPECT FOR OTHER CULTURES, RELIGIONS AND BELIEFS, ANTI-HOMOPHOBIA/GAY PRIDE, GENDER EQUALITY, DEVELOPING COMMUNITY COHESION AND AN UNDERSTANDING OF THE EFFECTS OF DISCRIMINATION. THIS WILL BE SET OUT AS EQUALITY OBJECTIVES ON OUR INDIVIDUAL SCHOOL WEBSITES.**
- **WE WILL ENSURE PUPIL/PARENT/STAFF CONSULTATION IS SOUGHT IN THE DEVELOPMENT AND REVIEW OF THIS POLICY.**
- **WE WILL SEEK THE VIEWS OF PUPILS, PARENTS, ADVISORY STAFF AND VISITORS TO THE SCHOOL, TO ENSURE THAT THE SCHOOL ENVIRONMENT IS AS SAFE AND ACCESSIBLE AS POSSIBLE TO ALL SCHOOL USERS. WE WILL REVIEW OUR ACCESSIBILITY PLANS WHEN NEEDED.**
- **WE WELCOME A DIVERSE RANGE OF CANDIDATES AND ENCOURAGE THOSE WHO ARE CURRENTLY UNDER-REPRESENTED TO JOIN.**
- **WE WILL ENSURE THAT ALL STAFF ARE AWARE OF THEIR LEGAL DUTIES UNDER THE EQUALITY ACT 2010, THE DIFFERENT FORMS OF DISCRIMINATION AND WHAT 'REASONABLE ADJUSTMENTS' MEAN IN PRACTICE.**
- **WE PROVIDE TRAINING AND AWARENESS SESSIONS ACCORDING TO CURRENT NEEDS WITHIN INDIVIDUAL SCHOOLS/ACROSS THE TRUST**
- **WE WILL CONSULT WITH STAKEHOLDERS, I.E. PUPILS, PARENTS/CARERS, STAFF AND RELEVANT COMMUNITY GROUPS, TO ESTABLISH EQUALITY OBJECTIVES AND DRAW UP A PLAN BASED ON INFORMATION COLLECTED ON PROTECTED GROUPS AND ACCESSIBILITY PLANNING.**
- **WE WILL CONSIDER TO WHAT EXTENT A NEW/REVISED POLICY, PRACTICE OR PLAN MEETS THE PUBLIC SECTOR EQUALITY DUTIES (ELIMINATES DISCRIMINATION, ADVANCES EQUALITY AND FOSTERS GOOD RELATIONS FOR ALL THE PROTECTED CHARACTERISTICS) AND RECOMMEND CHANGES/MITIGATIONS WHERE NECESSARY.**