

Equality Statement

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, 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.

Under the act, the school is expected to comply with the Public Sector Equality Duty.

This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty.
- Publish Equality Objectives which are specific and measurable

Our equality objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Our equality objectives are:

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools.
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.
- To provide an environment that welcomes, protects and respects diverse people.
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school.
- To address cultural events through assemblies to increase student awareness and understanding of issues in different communities

Specific tasks relating to these objectives are covered within the school improvement plan.

We recognise the importance of consulting with those affected by inequality in taking steps to promote equality and eliminate discrimination.

- Our student council is an example of an opportunity at IKB for students to take a lead in promoting equality and eliminating discrimination. An example of a student-led outcome is raising awareness of gender equality.
- Consultation with parents continues to be an important part of the planning and implantation of many whole-school policies and practices.
- We continues to work closely with outside groups and agencies to develop student understanding and to promote equality and eliminate discrimination particularly through our PSHE and tutorial and enrichment programme