

The Charter School North Dulwich Equalities Objectives 2021

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The Charter School Vision

All students will develop the knowledge, skills, and character so that they can be happy in life, and be successful in higher education or the inspiring career pathway of their choice

Equalities Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass, or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.

- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be: <ul style="list-style-type: none"> • Understanding of others. • Celebratory of cultural diversity. • Eager to reach their full potential. • Inclusive. • Aware of what constitutes discriminatory behaviour. 	The school's employees will not: <ul style="list-style-type: none"> • Discriminate against any member of the school community. • Treat other members of the school community unfairly. 	The school's employee's will: <ul style="list-style-type: none"> • Promote diversity and equality. • Encourage and adopt an inclusive attitude. • Lead by example.
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Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Our Equality Objectives - October 2021

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

Objective 1:	The equality objectives will be monitored:
To develop curriculum (Intent) and assessment (Impact) across the school in all subjects <ul style="list-style-type: none"> Review curriculum to ensure it reflects the diversity of the school population Develop the nurture curriculum in English and Humanities to ensure it closes the gap Refine curriculum to ensure it is accessible to all students (SEND and DA) at KS3 and KS4 To develop the curriculum at KS5 to ensure that offers the best pathways for a range of learners 	<ul style="list-style-type: none"> Whole school curriculum reflects the diversity of the students in the school and the concepts and topics are fully embedded in all curricula areas of the school, not just bolt on ideas Evidence of increased uptake of humanities at GCSE from students with lower starting in literacy, improved GCSE outcomes for this whole cohort. Review of the strand 2 T&L focus which will focus on the implementation of the curriculum in the classroom with meeting the needs of all students particularly those with SEN needs to improve engagement and outcomes. Lesson observations and Learning Walks show teachers developing modelling, scaffolding, interleaving and spacing as appropriate (depending on the identified need of the department) to support learning needs The transition from KS4 to KS5 reflects the diversity of the school and offers a range of courses that are challenging and accessible

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Objective 2:	The equality objectives will be monitored:
To promote racial and gender equality across all aspects of school life <ul style="list-style-type: none"> Implement the Anti-Racism Manifesto throughout the school (launched July 2021) Integrate gender equality lessons into PSHE and RSE Implement unconscious bias training to prevent discrimination within the school Maintain a zero-tolerance approach to misogyny and racism through the positive discipline policy Accelerate the recruitment, retention, and development of under-represented staff, particularly in senior and middle leadership 	<ul style="list-style-type: none"> Providing Academic and Careers Mentoring for Ethnic Minority Students through liaising with minority ethnic groups who have made exceptional progress within their fields: using both internal or external agencies to provide those positive relationships, be role -models, and support with career skills and skills required for academic success. Monitoring of the curriculum to ensure that it is decolonised and reflects the diversity of our community and their experiences (See objective 1) Monitoring the impact of gender equality lessons through the monitoring of reporting of sexual harassment and sexual abuse (increase in numbers may indicate a willingness to report, instead of hidden actions) Ensuring the embedding of unconscious bias training and the consistent follow up to change habits of staff leading to an improved experience of students reflected through surveys Survey the experiences of students, staff, and parents to examine the impact of the anti-racism manifesto and zero-tolerance approach to misogyny and racism to consider steps for future (survey December 2021, April 2022, July 2022) Review recruitment figures for 2022 and consider how representation in the staff body has changed over the year.

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Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community. The school's Equal Opportunities Policy and Equal Opportunities and Dignity at Work Policy further outline the school's policies regarding equality.