



Hodge Hill College

Equality Objectives

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.

The Equality Act says that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives are:

1. Promotion of cultural understanding, awareness and respect of different religious beliefs between different ethnic groups within our school community.
2. Monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and disabilities.
3. Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
4. Continue to improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

More information can be found here on the [Equalities Act 2010](#) and the [Public Sector Equality Duty](#).