

Haileybury Turnford Equality Objectives – 2020

The public sector Equality Duty (PSED) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Under the public sector Equality Duty, Haileybury Turnford needs to agree and publish objectives. There must be at least one objective, but following discussions and approval by Governors, updated equality objectives were set for 2020.

1. To promote racial harmony, specifically amongst the student body. This would involve regular messages to students on our zero tolerance approach to racism in any form, and a rigorous follow up to any incidents, but also positive reinforcement through assemblies of the achievements and lives of people from different races and nationalities.
2. To analyse staff appointments according to information about protected groups (under the equality legislation) with a view to seeing whether further action is needed.
3. To analyse exclusions and racist incidents by ethnic group (it is not possible to fully analyse these in terms of other protected groups, for example, sexual orientation, religion, gender assignment, beliefs), and to combine this with the existing data on public exam performance by ethnic group, with a view to seeing whether further action is needed.
4. To analyse internal progress, attainment and attitude to learning data by ethnic group with a view to seeing whether further action is needed.

A report of performance against our equality targets will be made annually.