

Haileybury Turnford Equality Objectives – April 2022 to March 2023

As a public body, Haileybury Turnford must comply with the public sector equality duty (PSED) in the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This means that Haileybury Turnford must publish:

- details of how it complies with the public sector equality duty, and must update this every year
- its equality objectives, which must be updated at least once every 4 years

Haileybury Turnford will demonstrate compliance including details of how it is:

- eliminating discrimination
- advancing equality of opportunity – between people who share a protected characteristic and people who do not share it
- consulting and involving those affected by inequality, in the decisions the school takes to promote equality and eliminate discrimination

Under the public sector equality duty, Haileybury Turnford needs to agree and publish objectives. There must be at least one objective. Equality objectives for the period from April 2021 to March 2022 have been set.

1. All staff to participate in anti-racism training throughout academic year 2022/23 as part of the school's work as an anti-racism school.
2. To promote anti-racism and racial harmony amongst the student body. This will involve regular information 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 the curriculum of the achievements and lives of people from different races and nationalities.
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 raise participation and enjoyment in reading for boys.
5. To raise participation and enjoyment in co-curricular activities for students with protected characteristics.
6. To reduce suspension rates for boys.
7. To provide a very clear equality statement as part of the academy's staff recruitment processes and analyse staff appointments according to information about protected groups (under the equality legislation) with a view to seeing whether further action is needed.

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