

### **Haileybury Turnford Equality Objectives – April 2024 to March 2025**

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 2024 to March 2025 have been set.

1. All staff to participate in further anti-racism training throughout academic year 2024/25, which will continue from the work taking place during 2023/24, as part of the school's work as an anti-racist 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 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 attendance patterns by ethnic group to understand whether student attendance for particular groups requires further action.
5. To raise participation and enjoyment in co-curricular activities for students with protected characteristics.
6. To promote the principles in the school's Anti-Homophobia, Biphobia, and Transphobia Policy and ensure all staff are confident in promoting equality in relation to sexual orientation and gender reassignment through staff training.

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