



BEECHEN CLIFF

EQUALITY ACT STATEMENT

Beechen Cliff is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As an Academy Trust and employer we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. Our 2018-19 specific and measurable objectives are attached in Appendix 1.

Appendix 1

Specific and Measurable Objectives 2018-19

Equality Objective	Actions	Success Criteria	Timescales/Milestones	Lead
Narrowing the gender gap in Sixth Form	<ul style="list-style-type: none"> • HoFs and Heads of Subjects identify gaps and actions in FIPs • Additional transition events and activities • Girls-specific meetings to build belonging and gain feedback • Seek additional feedback from parents of girls • Research best practice in respect of girls T&L • Targeted self-esteem/confidence-building through sixth form PSHE 	Progress gap reduced. -0.4 in 2018	2019: -0.1 and 95% of girls achieve VA of at least 0.0 2020: 0.0 and 90% of girls achieve VA of at least +0.1	JCO
Reduce BME attendance gap	<ul style="list-style-type: none"> • Fortnightly meeting with HoH to monitor BME attendance • Parental contact and early intervention to establish attendance issue and address barriers • Frequent communication with parents regarding positive achievements and good attendance • Target support – allocate ‘Mentoring Plus’ where appropriate 	Gap reduced from 0.65% in 2018 for 1 st September – 1 st May	2019: -0.3 2020: 0.0	KSM
Reduce the progress gap for disadvantaged pupils	<ul style="list-style-type: none"> • PP champion appointed • PP support in place via PP strategy 	Progress gap reduced	Gap in 2018 vs FFT20 estimates: -0.3 2019: -0.1 2020: 0.0	JGF/TDM