

Public sector equality duty

Under the Equality Act 2010 Wilmslow High School is required by law to demonstrate how it meets the general duties by having due regard to the need to:

1. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In addition, schools have two specific equalities duties:

1. To publish equality information to show compliance with the Equality Duty.
2. To publish one or more measurable and specific equality objectives at least once every four years.

<https://www.gov.uk/government/publications/public-sector-equality-duty>

Equality Objectives 2024

To enhance equality of opportunity for our students with Protected Characteristics and those who are socially disadvantaged we will monitor our progress towards the following targets within our school improvement planning:

1. Ensuring that accessibility, equality and diversity are reviewed in all curriculum development activities
2. Tracking access to the Formal, Wider and Wilmslow Way curriculum (including extracurricular and enrichment activities) across groups with identified Protected Characteristics, and those who are socially disadvantaged
3. Identifying and taking action to:
 - Promote high academic expectations and aspirations
 - Enhance the quality of teaching and learning
 - Close gaps in attendance and achievement

For groups with identified Protected Characteristics, and those who are socially disadvantaged

4. Ensuring a culture in which no form of prejudice-motivated bullying is tolerated, and:
 - monitoring through **Our School Our Voice** that our staff and students are confident to challenge any homophobic, sexist or racist language
 - that any necessary support and/ or training are built into our professional learning and systems

Identified groups: boys and girls, disadvantaged students, students with an additional or special educational need or disabilities, looked after children and students from different heritage groups including White British