

## Equality Objectives

At Wolfreton School and Sixth Form College, we are committed to promoting equality, diversity, and inclusion in all aspects of school life. The characteristics that are protected by the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex

In line with the Public Sector Equality Duty (PSED) we have set the following Equality Objectives to ensure that all students, staff, and stakeholders are treated fairly and with respect. **These objectives align with our vision of [Igniting Fires Expanding Horizons and Achieving Ambitions](#), and our core values of [Excellence, Endeavour, and Respect](#).**

### 1. Excellence - Ensuring High Achievement for All

We will work to [reduce gaps in attainment and progress between different groups of students](#), including those with Special Educational Needs and Disabilities (SEND), students from disadvantaged backgrounds, and those from minority ethnic groups.

#### Actions:

- Promote **high aspirations for all students**, ensuring they have access to opportunities that reflect their talents and ambitions.
- Regularly **analyse performance data to identify and address disparities** between groups.
- Provide **targeted interventions to support all** students to achieve their potential.

### 2. Endeavour - Creating an Inclusive and Supportive Environment

We will actively foster [an inclusive school culture where all students and staff feel valued, supported, and able to thrive](#), regardless of their background, identity, or circumstances.

#### Actions:

- Ensure our **curriculum reflects and celebrates diversity**, promoting understanding of different cultures, backgrounds, and perspectives.
- Provide **high-quality staff training on equality, diversity, and inclusion** to support best practices in teaching and student support.
- Strengthen **pastoral care and mental health support** to meet the diverse needs of our school community.

### 3. Respect - Promoting Positive Relationships and Tackling Discrimination

We will promote respect and understanding among all members of the school community, taking [proactive steps to prevent and address discrimination, harassment, and bullying](#).

#### Actions:

- Implement a clear and robust system for reporting and addressing incidents of discrimination, harassment, and bullying.
- Deliver regular **assemblies, workshops, and activities that promote respect, tolerance, and positive relationships**.
- **Engage with parents, carers, and the wider community** to reinforce our commitment to equality and respect beyond the school gates.

#### Monitoring and Review

We will regularly review our Equality Objectives to ensure they remain relevant and effective. Progress will be monitored through data analysis, student and staff feedback, and engagement with stakeholders. The outcomes will be reviewed and shared with Governors annually.

By embedding these objectives into our school policies and practices, we strive to create a learning environment where every individual can succeed, contribute, and feel respected.