



Equality Objectives

Langley Park School for Girls is committed to valuing and celebrating diversity and promoting equality of opportunity for all its staff and students. We are working to create a learning and working environment which is free from prejudice, discrimination, intimidation and all forms of harassment including bullying. Respect for rights is at the heart of our planning, policies, practice and ethos and we expect all members of our school community to model this in their behaviour and relationships.

The School's Equality Objectives should be read in conjunction with the Accessibility Policy and the Equality and Diversity Policy.

The school, in common with all public bodies, has a duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The School has a responsibility to broaden the horizons of our children and young people. We strive to overcome disadvantage and stand against all forms of discrimination on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

To ensure we are meeting the needs of our organisation regarding Equality, Diversity and Inclusion (EDI), we have identified the following Equality Objectives.

1. To promote cultural understanding and awareness, valuing and celebrating cultures and religious beliefs amongst different ethnic groups within our school community.
2. To ensure that members of staff are provided with training to build racial literacy, understand and eradicate unconscious bias and prejudice.
3. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.
4. To ensure accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching.
5. To develop students' explicit understanding of the protected characteristics, equality and discrimination through the delivery of our PSHCE programme in all Key Stages.
6. To ensure that the in-class provision by classroom teachers is inclusive, including for students with SEND and is consistently of a high standard. Teaching is informed by educational research, best practice and information on the needs of specific students.
7. To review and revisit the work done within subject areas on diversifying our curriculum and across school to ensure the visibility and representation of all protected characteristics.

8. To actively monitor and close gaps in attainment and achievement between all groups of students; including boys, disadvantaged students and those with special educational needs and disabilities.
9. To reduce the incidence of the use of discriminatory language and prejudice-based bullying by students in the school, ensuring the consistent reporting, recording and action following this.
10. To ensure diversity in the staff body and visiting speakers and consider how we can retain, develop and support a diverse staff body.

S. Whittle