



Equality Act 2010

Our equality objectives

November 2019

Contents

		Page
1.	Introduction	3
2.	The legal context	3
3.	Norfolk's diverse population & our school community	3
4.	Issues that our objectives take into account	
5.	Our objectives	
6.	Monitoring & governance	
7.	Further Information	

Introduction

1. Sidestrand Hall School has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our two equality objectives for the next four years
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

The legal context

5. Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:
 - Eliminate discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity for people with protected characteristics¹;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
6. The Act also requires schools to:
 - Publish equality objectives that are proportionate, specific and measurable
 - Report annually on progress
 - Publish a school accessibility plan.

Norfolk's diverse population & our school community

7. Norfolk is the fifth largest shire county in England, with 885,000 residents. Norfolk's diverse communities are interwoven into the county's history, spanning hundreds of years. For more information see [Norfolk Insight](#).

The diverse population of our school

8. Our school community has its own unique make up:
 - 33% are girls and 67% are boys
 - All of our pupils here have special educational needs
 - 98% of our pupils are English

The profile of our workforce and the governing body

- 71% of staff are female and 29% male
- 54% of our governors are female and 46% are male

Issues that our objectives take into account

9. Our equality objectives address the following issues:
- Like many areas of the country, Norfolk saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a 'new normal'. This 'new normal' is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
 - There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school. This is a major issue because Norfolk has a higher number of disabled people than other parts of the country and increasing numbers of disabled young people.
 - Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility 'the norm'.

Our equality objectives for October 2019-July 2023

10. Our objectives are:
1. Improve accessibility to the site, to communication and to the curriculum
 2. Improve curriculum resources to include those that are multicultural, multi-gender and address different levels of ability.
11. Our action plan on the next page sets out more information.

Monitoring & governance arrangements

12. Our Governing Body is responsible for monitoring delivery of our objectives on an annual basis.
13. The date of the next formal review of these objectives is November 2020

Further information

14. For further information please contact Wendy Forster, School Business Manager.

Our Equality Objectives for October 2019- July 2023

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
1) Improve Accessibility	i) Undertake accessibility audit and build findings into this action plan. ii) Review how and when we communicate and identify ways to improve this. iii) Review curriculum planning to identify barriers to access and participation			
1a) To the site	i) ensure hazard warning surfaces are in place in Clement Lodge and boarding on steps and stairs ii) install chairs of differing heights and with arms in reception iii) install lever type controls on flushes, locks and taps in Bay iv) ensure all steps outside have yellow nosings – particularly in KS2	September 2020	Annual access audit will see reduced issues outstanding	Premises Manager

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	v) all ramps should have yellow paint to indicate top, bottom and landings vi) improve contrast between walls and device switches such as light switches and paper towel dispensers. vii) improve contrast between doors and door handles			
1b)To communication	i)improve signposting for visitors to school both within school and at the main entrances	September 2020	Improved physical signage	School business manager
1c)To the curriculum	i)sign supported learning for pupils – signalong ii)introduction of physical and sensory interventions to meet EHCP outcomes. iii) develop PE and sport curriculum to enhance provision for changing profile of our pupils with more complex needs.	September 2020	Resources audit for reduced access will evidence more resources in place	Whole school sensory lead Whole school sensory lead Deputy Head

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
2)Improve Resources	Review available resources and address gaps in those available in the curriculum and in the school libraries			
2a) Library audit	<ul style="list-style-type: none"> i)improve quantity of books on offer around multi cultures ii)improve quantity of books on offer to different genders iii)improve quantity of books of offer to different abilities in particular low ability and high level ability 	September 2020	Greater range and quantity of books that address equality issues	Deputy Head
2b) Classroom resources	Review PSHE curriculum and purchase new resources	September 2020	Well resourced classrooms that meet needs of all abilities	Curriculum lead

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
2ci) Themed resources for British Values	Audit of current provision and purchase of resources for use in curriculum and assemblies	September 2020	More resources in place, more focus in the curriculum and more assemblies focusing on British Values	Deputy Head
2cii) Develop of school specific values that support our equality objectives and British values	Review of vision and mission involving whole school community	Summer 2020	Clear vision and mission statements and values identified, shared and embedded in our school community	Head

ⁱ The characteristics protected under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and
- sexual orientation