



Lady Manners School

Equalities Objectives Statement

Lady Manners School welcomes a diverse population of both students and staff. In order to consolidate and build upon this diversity, equality of opportunity and the absence of unfair discrimination is at the core of all the school's activities.

The school will not unfairly discriminate in the recruitment or general treatment of staff or students.

The school is committed to promoting and developing equality of opportunity in all its functions and does this by:

- communicating its commitment to equality and diversity to all members of the school community
- maintaining mechanisms for implementation, monitoring, evaluation and review
- treating acts of discrimination as a disciplinary matter

The Governing Body has responsibility for ensuring that the school operates within the legal framework for equality and for implementing the Equality and Diversity Policy throughout the school. In addition, each member of the school community is responsible for preventing unfair discrimination or harassment or victimisation which it is within their control to prevent; and challenging or reporting such inappropriate behaviour if it occurs.

Our equality objectives are :

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities.
- To reduce prejudice and increase understanding of equality through the curriculum.
- To move beyond notions of fixed ability towards a 'growth mindset' and to model teaching and learning behaviour that avoid labelling and encourage progress for all.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To tackle prejudice and promote understanding in relation to people with disabilities.

In particular for the forthcoming year:

- To improve the progress being made by disadvantaged students in order to reduce the gap.
- To carry out a continuing programme of staff training with regard to identifying and meeting the specific needs of a wide range of our students.

February 2018