



EQUALITY POLICY



COMPLIANCE WITH THE PUBLIC SECTOR EQUALITY DUTY - ANNUAL STATEMENT AUTUMN 2025

In carrying out their functions, public bodies, such as schools, are required to **have due regard to the need to:**

- Eliminate discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

Under the Equality Act 2010 the specific duties on schools are to:

1. Publish information to demonstrate how they are complying with the Public Sector Equality Duty
2. Publish Equality Objectives.

This document treats the first of these obligations. Our Equality Objectives are included within our Equality Policy

The following is a summary to show some of the ways in which Little Heath School is actively fulfilling its obligations under the PSED.

Eliminate discrimination and other conduct that is prohibited by the Act

Our school's philosophy is about valuing every individual.

*Our Equality Policy states that **our school is made up of a wide variety of people, with varied backgrounds, lifestyles and cultures. It is a diversity which enriches our lives and the educational process. Little Heath School seeks to be an inclusive and welcoming community which values diversity and which protects and promotes the dignity of every member of our community. All staff and students are encouraged and supported in reaching their full potential.***

This policy was renewed by Governors in Autumn Term 2022 and will be reviewed again in the Autumn of 2025.

Within our community we do not tolerate bullying or harassment of any kind. We are committed to actively tackling discrimination and promoting equality of opportunity and good relations between all members of our community. We celebrate and value each member of our community as an individual, for example through recognition and celebration of different achievements.

As a school we take positive action to challenge and prevent racism, homophobia and any other discrimination. Any discrimination is challenged.

The following policies support the school's compliance:

- Equality Policy & Accessibility Plan
- Behaviour Policy (includes Anti Bullying policy)
- Teaching and Learning Policy
- SEND policy
- RSE policy
- Employment practice & Employment statement

• Our admissions arrangements are fair and transparent, and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity

Other ways in which Little Heath School has sought to eliminate discrimination in 2024/25:

- Being a welcoming, open and inclusive community where everyone is valued
- Continued promotion of school ethos of spreading kindness to all and celebrating success of all
- Promoting tolerance and respect - and challenging discrimination – through assemblies and tutor time – including Assemblies around language and how we treat each other both offline and online
- Anti Bullying procedures with clear impact
- RSE curriculum in place
- Year 7 participated in a Positive Wellbeing Day
- Cultures Day and Cultural Appreciation Evening led by Sixth Form Diversity Group
- LHS Pride+ meets

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Little Heath is an inclusive school community, which respects each and every individual member. School events, such as praise assemblies, reflect and celebrate the diversity of our community.

We know the needs of our school population very well and collect and analyse data in order to inform our planning and identify targets to achieve improvements. We collect data and monitor progress and outcomes of different groups of pupils and use this data to support school improvement. We act to try to close any gaps. We use data which compares the school's data with national data, in addition to our own internal processes,

to identify outcomes and plan interventions for various groups. Governors' Educational Performance Committee considers progress for all groups.

We use a range of teaching strategies that ensures we meet the needs of all students and we provide support and intervention to students both who need additional support and who at risk of underachieving. We ensure equality of access for all pupils to a broad and balanced curriculum and we are aspirational for all of our students.

We have an extensive careers programme and we use a series of careers events, and analysis of leavers destinations, to inspire, to raise awareness and to maximise potential.

Specific ways in which Little Heath School seeks to advance equality of opportunity:

- Our school wide strategy for Disadvantaged students - monitoring of DA students & intervention
- The support given by our PP Progress Leader. Our PP Progress Leader interviews all of our Pupil Premium students to identify personalised and bespoke support.
- All staff have data about students in their individual classes who have a specific need; staff create class profiles to identify strategies and intervention for individuals with in their classroom settings
- Attendance being monitored by subgroup
- Personalised support and interventions by Inclusion Department
- Advice from Inclusion Dept to teaching staff
- Little Heath School pays due regard to the principles and the spirit of the Equality Act with regard to recruitment, selection and employment. We are an equal opportunities employer.

Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our students.

Little Heath School seeks to foster and promote good relations between people and groups in lots of different ways. We promote a whole school ethos that challenges discriminatory language or attitudes.

RE promotes different values through study of diversity and understanding of other religions and cultures. Our PSHE curriculum, and the development of RSE at Little Heath, has respect and the development of understanding, and valuing individuals, at its core. The PSHE curriculum for Years 7, 8 and 9 include specific lessons on anti bullying and equality and other aspects of Personal Development and our tutorial curriculum focus on friendship, respect and relationships.

Through History, Geography, Languages, RE, PSHE, Art, Music, Drama and other areas we promote the contribution of different cultures and promote positive images of people. In

general, through the curriculum, we provide opportunities for pupils to listen to a range of opinions and empathise with different experiences.

Newly arrived students benefit from an induction including the opportunity to have a buddy. Elsewhere our SMILE Peer Mentoring system supports many of our younger students at transition. There are various opportunities for all students to participate in Student Voice and everyone is encouraged to get involved.

We have external speakers and visitors to our school and various business and enterprise links.

Specific ways in which Little Heath School sought to foster good relations in 2024-25

- Celebration of Cultures Day in April 2025 and a Cultural Appreciation evening
- promoting our school ethos of “spreading kindness”
- Personal development teaching on Equality which increases understanding and promotes tolerance and respect
- the Praise and Rewards offered to all students
- Diversity group and LHS Pride+ group
- how students participate in decision making and how they take responsibility
- including in our LHS definition of bullying (written by students) a specific mention of particular characteristics
- charity work
- Tutor work and assemblies
- Symbols have been put up in classrooms and offices around school so LGBTQ+ students know where they can find allies
- Careers workshops open to all