

The Skills Hub Equality Objectives 2022/23

The Skills Hub is committed to embracing diversity and improving the quality of life across the community by making educational, recreational and social facilities and opportunities, openly accessible and welcoming for all. We welcome the public sector equality duty as set out in the Equality Act (2010).

What is the duty?

We must:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

These objectives are to ensure:

- All students are entitled to the best possible education that respects and addresses their individual learning needs.
- All students should be free from discrimination, harassment or bullying, particularly with regard to their protected characteristics.
- All students are given the opportunity to express their opinions and concerns with regard to equality of opportunity.
- All students have equality of opportunity with regard to learning experiences within and outcomes beyond TSH life.
- TSH will make all reasonable adaptations to maximise accessibility for all students to all aspects of the curriculum and environment.
- TSH will set, monitor and update targets and practices designed to narrow the achievement gap for all students.
- The diversity within the student population is recognised, valued and celebrated.
- All staff have equality of opportunity with regard to support, mentoring, training and career progression.
- The diversity within the staff population is recognised, valued and celebrated and, as far as possible, utilised positively to the benefit of that individual, students and the schools.

Equality strand/ characteristic	Equality objective	Strategy	Monitoring	Who is responsible	Success indicators
All	To publish and promote the Equality Objectives to the school community	Publish and promote the Objectives through the school website, assemblies, form times and staff briefings.	Regular follow up discussion around the Objectives with staff, students and parents.	The whole school, led by the Senior Leadership Team (SLT).	All staff are familiar with the principles of the Equality Objectives and use them when planning lessons, creating classroom displays. Students and parents are aware of the Equality Objectives.
Race Gender Disability	To monitor and analyse students' achievements by race, gender and disability and to act on any trends in the data that require additional support for students.	SLT will use data to plan interventions via Dedicated Improvement Reflection Time (DIRT) meetings where needed.	Achievement data will be analysed by race, gender and disability using SIMS via 6 weekly data drops.	SLT	Data will be analysed and used to plan additional support where required, and concerns will be eradicated.
Religion and belief	In order to keep a high profile on religion and belief we will continue to study and visit different places of worship as part of our school curriculum activities.	By the end of the academic year all KS3 students will have taken part in at least one school visit to a place of worship. All KS4 students will have studied one religion in detail.	Students will visit at least one of the following places of worship: church, Hare Krishna temple, gurdwara temple, mosque.	PSHE, Citizenship Teachers	All KS3 students will visit at least one place of worship. All KS4 students will have studied one religion in detail.