



**RAVENSCLIFFE**  
HIGH SCHOOL & SPORTS COLLEGE

# Equality Information and Objectives

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| Reviewed by                                               | Gareth Hunter                 |
| Date approved                                             | 5 <sup>th</sup> February 2026 |
| Date for review                                           | 4 <sup>th</sup> February 2027 |
| Signed by<br>Chair of sub committee                       | Simon Lea                     |
| Signed by<br>Acting Headteacher                           | Jo Hague                      |
| Signed by chair of Governors<br>(statutory policies only) | Brendan Heneghan              |

## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- 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

Ravenscliffe has very clear, robust and well-communicated vision and values, which are as follows:

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| <b>What</b>                                                                                                 | Ravenscliffe is an inclusive community that respects others, champions individuality and celebrates all achievements                                                   |
| <b>How</b>                                                                                                  | Ravenscliffe provides an engaging, inspiring, and ambitious personalised curriculum. This is delivered within a safe, supportive and holistic learning environment     |
| <b>So that</b>                                                                                              | Ravenscliffe prides itself in raising aspirations and maximising potential. This enables all students to thrive and prepare for a happy, successful and bright future. |
| This can be summarised in our overall objective: <b>Together we nurture, believe, achieve, and succeed.</b> |                                                                                                                                                                        |

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Roles and responsibilities

**The governing body will:**

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

**The Headteacher will:**

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

As a secondary specialist school, all staff are acutely aware that each student has SEND, and strive to provide the very best in education, care and support. This includes ensuring that students are not subjected to any discrimination related to their SEND, or any other protected characteristic for that matter.

Ravenscliffe employs a large staff team from a diverse range of backgrounds, ethnicities, sexual orientations, genders, and age. There is a zero tolerance policy to discrimination of any kind.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, and aspects of this are included in the staff code of conduct which is signed by all staff each year.

## **5. Advancing equality of opportunity**

Ravenscliffe aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have.
- Actively taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling members of our community who are Muslim to pray at prescribed times in an appropriate place)
- Encouraging students who have a particular characteristic to participate fully in any activities. This is ingrained in our differentiated curriculum across the four pathways of need.

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RSHE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, the school regularly has whole school cultural/religious events to celebrate other faiths and beliefs
- Hosting visits from external speakers and organisations to raise awareness of those with protected characteristics.

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to all pupils, given the specifics of their individual SEND.
- Has equivalent facilities for boys and girls

Naturally, as a secondary specialist school all decisions that are made have the potential to impact on those with disabilities. Those making the decisions are experienced, and consistently place the needs and wishes of those with SEND at the heart of discussions.

## 8. Equality objectives

| Objective 1                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                               |
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| <b>Ensure that all pupils receive an appropriate and consistent educational offer, regardless of any protected characteristics and irrespective of their individual SEND.</b> |                                                                                                                                                                                                                                                                                                                               |
| <i>Why we have chosen this objective</i>                                                                                                                                      | Ravenscliffe firmly believes that all young people should be afforded the same educational opportunities as their peers, regardless of their personal circumstances or characteristics. It is a philosophy that forms part of the fabric of the school, and one which staff endeavour to uphold at all times.                 |
| How we plan to achieve it                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Allocating students to a pathway of need which is suitable to their abilities.</li> <li>• Ensuring that staff working within those pathways are equipped with the skills and knowledge required to provide an outstanding, engaging yet personalised learning experience.</li> </ul> |

| Objective 2                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                 |
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| <b>Support our staff team to feel included and valued throughout their employment at Ravenscliffe High School, and take active steps to support colleagues who may be at a disadvantage to prosper during their time with us.</b> |                                                                                                                                                                                                                                                                                                 |
| <i>Why we have chosen this objective</i>                                                                                                                                                                                          | Each and every member of staff is vital in supporting the school to achieve it's aims, and in providing our students with a rich and varied educational experience. They can only do this if they feel valued and supported, and if they understand how their role fits into the wider picture. |

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| How we plan to achieve it | <ul style="list-style-type: none"> <li>• Nurturing a culture where everyone is valued, and where voices, feelings and opinions are heard.</li> <li>• Having mechanisms in place for staff to raise concerns, and supporting them through the process to reach outcomes that are satisfactory for all involved.</li> <li>• Regular opportunities throughout the year to focus on staff wellbeing, encouraging cohesion between colleagues of different backgrounds and with different characteristics.</li> <li>• Making reasonable adjustments to working patterns and practices where required, particularly for those colleagues who have medical conditions/disabilities (both before they join us, and those which manifest during their employment).</li> </ul> |
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| <b>Objective 3</b>                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>Continue to increase and diversify the representation of people with protected characteristics on the staff team.</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <i>Why we have chosen this objective</i>                                                                                 | The student population at Ravenscliffe is diverse, with a large number of faiths, backgrounds and communities represented. The School believes that its staff team should represent the students they support.                                                                                                                                                                                                                                                                                                                                                                                                                     |
| How we plan to achieve it                                                                                                | <ul style="list-style-type: none"> <li>• Recruitment processes which are fair and transparent, and where applicants are shortlisted/selected based on their suitability for the role rather than protected characteristics.</li> <li>• Advertising vacancies in a variety of mediums to ensure as big a reach as possible, and making it clear that applications are welcome from those of all backgrounds.</li> <li>• Ensuring an active representation of the diverse make-up of the school community in all publications and communications, thus supporting the portrayal of a welcoming and inclusive environment.</li> </ul> |

## 9. Monitoring arrangements

This policy will be reviewed annually to ensure it remains current and compliant with legislation and guidance.

Our equality objectives will be reviewed and updated every four years, or sooner if circumstances necessitate. The current objectives were last published in January 2025, meaning the next scheduled review is January 2029, unless an earlier update is required.