

Weald of Kent Grammar School

Equality Duty Information and Equality Objectives for 2025-28

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1. Aims

Our school aims to be a caring community and a challenging, but inclusive environment in which all feel valued and have the self-confidence, motivation and opportunity to fulfil their potential.

In setting the highest aspirations for our student we aim:

- To ensure a safe and kind environment for learning, building students' confidence and actively promoting their wellbeing
- To enable all students to reach the highest levels of academic enjoyment and achievement
- To enable our students to think independently and to feel secure in taking intellectual risks
- To give all our students every opportunity to engage with the social, spiritual, moral and cultural dimensions of life
- To provide every student with opportunities for achievement and enjoyment beyond the classroom
- To provide our students with the skills and attitudes needed to thrive in Higher Education and proceed to satisfying careers and fulfilling lives

The alignment inclusion and diversity in accordance with our values, Curiosity, Courage and Compassion is the foundation from which we respond to the requirements of legislation relating to discrimination and equality. Our aim is to be proactive in tackling any form of inequality, taking every opportunity to celebrate diversity.

2. Public Sector Equality Duty

Under [The Equality Act 2010](#), it is unlawful to discriminate against a student or prospective student by treating her/him less favourably on the basis of a 'protected characteristic'.

The protected characteristics are:

Sex
Race
Disability
Religion or belief
Sexual orientation
Gender reassignment
Pregnancy or maternity

A persons' age is also a protected characteristic in relation to employment, and in regard to the provision for goods and services. It does not, however, apply to students, and so the school is free to arrange students in classes based on their age group with materials appropriate to them.

The Equality Act 2010 introduced a single Public Sector Equality Duty. The school must have due regard for the need to:

- Eliminate discrimination and other conduct that is prohibited by the act.
- Advance equality and opportunity among people who share a prohibited characteristic and people who do not share it.
- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

3. Our Approach

This Plan builds on the experience and achievements of our previous action plans on Equality and on work done on diversity and equality issues through the school across management, subject teaching and co-curricular areas.

Our approach is informed by the willingness to engage with the complexities of change and difference. It is our intention therefore to ensure that our curriculum, pastoral system and organizational structures offer people access to opportunities and encourage their participation free from prejudice, discrimination and barriers.

The focus of this Equality Plan is our Equality Objectives. Words and lengthy documents can be inaccessible and often ineffective. Our intention is for action to reveal the relevance of this scheme to the day-to-day experience, concerns and aspirations of the people who are the community of Weald Grammar School.

4. Involvement

The school has existing mechanisms to ensure the representation, participation and involvement of staff and students and parents in developing school policy and these systems, together with the input of external networks and guidance have determined our action plan.

5. Evaluation

The processes of evaluation and critical reflection to enhance the quality of our performance as a school are familiar to staff, students and parents. Our annual review of the School Development Plan by staff, SLT and Trustees will be the point at which we will assess the impact of our Equality Objectives. This is also a means of identifying opportunities to promote participation and equality.

6. Gathering and using Information

The school currently collects a range of quantitative data relating to the achievements and participation rates of our students in relation to their diverse backgrounds and this is used to inform our Equality Objectives.

7. Reporting and Monitoring

The Board of Trustees will monitor progress against our Equality Objectives on all equality and diversity activities.

8. Priorities as identified from Equality Objectives

Objective 1

- To ensure that students with SEND are supported to achieve in line with 'all other students'

Objective 2

- To improve the consistency and quality of interventions used to address attendance and punctuality, with particular attention to levels of persistence absence amongst students with SEND

Objective 3

- To continue to take proactive measures to minimise harmful behaviours between students, with particular attention to behaviour that exposes prejudice

9. Links with other policies

This document links to the following policies:

- [Accessibility Plan](#)
- [SEND Policy](#)
- [Positive Behaviour Policy](#)
- [Anti-Bullying Policy](#)
- [RSE Policy](#)
- [Teaching and Learning Policy](#)

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