



Connection ● Communication ● Independence ● Aspiration

Equalities Information and Objectives Statement 2024/25

Equality Information and Objectives Statement - Prepared by Emily Murphy

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Introduction

Redwood school makes all members of our community feel welcome and valued. Our vision and values promote inclusion, equality and tackle discrimination. We have high expectations for all our learners irrespective of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.

Redwood School is committed to the principle of equality for all in employment at the school and in the provision of teaching and learning for all our learners. We take great pride in our diverse community and all the cultural richness that it brings. We are an anti-racist organisation, committed to the eradication of all forms of covert and overt racism.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in the social and cultural life of the school. It also sets out our commitment to promote equality and diversity among our learners, families, carers and staff.

Statement of Intent

At Redwood we recognise that certain groups in society have historically been disadvantaged on account of unlawful discrimination. We aim to eliminate prejudices, unlawful discrimination and victimisation within the school, community and amongst the school staff.

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:

- age
- disability,
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- cultures

Our primary aim, ethos and atmosphere

We aim to develop a strong, sustainable and cohesive community within our school. We will continue to develop and promote policies, routines and systems that make sure that the school community and our staff are not unlawfully discriminated against.

We believe that a greater level of success from learners and staff can be achieved by realising the uniqueness of individuals and celebrating diversity. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful to everyone, encouraging compassion and open-mindedness
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the all the benefits it can bring
- Adopting an inclusive attitude for all
- Creating an inclusive curriculum that is accessible to all

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.

Our aims are to:

- Promote equality of opportunity for both learners and staff
- Promote a diverse working culture
- Eliminate unlawful discrimination for any stakeholder
- Promote good relations between all people, young and old, from all different backgrounds of any religion or race

Implementation:

At Redwood have adopted the following principles:

- We recognise the value of diversity within the community, our staff and our learners, and the outside agencies or visitors to the school.
- We are committed to ensuring that the teaching and learning we deliver meets the varied and complex needs of the learners in our care and is constantly reviewed and adjusted to reflect this.
- We will ensure that the employment of the school is accessible for all and that we will actively value and celebrate the wide variety of lifestyles and cultures within the community.
- Our commitment is supported by a legal duty to provide learning and employment opportunities fairly and without unlawful discrimination.
- We will ensure that the school's policies and procedures are developed and implemented with appropriate regard to the impact on equality.

Expectations:

We expect all members of our school community and all visitors to support our commitment to equality and meeting the requirements of the Equality Act.

The Headteacher is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. The Governing Body should regularly review this Policy and its impact.

The Headteacher is responsible for maintaining an ethos at Redwood that upholds this policy and the Equality Duty. They are also responsible for ensuring this policy is understood and implemented by all staff and for making learners and staff aware of its commitments and expectations, whilst providing training if necessary.

The Leadership Team are responsible for addressing the policy actively within their areas of responsibility.

All staff are responsible for acting on this policy consistently, in their day-to-day professional responsibilities, interaction with others and whilst supporting learners and their families/carers to share Redwood's commitment to equality.

Equality objectives (2024-2028)

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives.

Our published information must be updated annually, and objectives published at least once every four years.

Objective 1: Ensure that consistently good quality of teaching and learning enables pupils, including the most disadvantaged, to make good progress from their starting points.

We ensure that all barriers to learning are considered in our Curriculum offer and lessons are adapted to promote inclusion for all. Lessons are planned with learners' E.H.C.P. targets in mind and adapted to meet needs.

Our dedicated Pathways are designed to offer a provision bespoke to our learners' diverse needs, to promote access to learning for all. Our curriculum offer is reviewed regularly to ensure that it meets need.

Objective 2: Ensure that the curriculum promotes cultural awareness, reflects diversity and challenges stereotypes or discrimination.

This is implemented across the school day and by use of our curriculum calendar, tutor times, PSED lessons and targeted assemblies (see our Curriculum Days and Events Calendar). The learners at Redwood have a range of complex needs and varying ability to regulate their emotions and behaviours. On rare occasions, pupils use discriminatory language or display discriminatory behaviour. This is not accepted and is always challenged.

Staff record all incidents of discriminatory behaviour and put personalised interventions in place to reduce and eliminate this behaviour. We make it clear to all stakeholders that this behaviour is not acceptable, whilst recognising that changing behaviour takes time, so additional support will need to be implemented to support staff, learners and families involved.

Objective 3: Ensure that learners' emotional well-being is prioritised alongside their academic achievement.

Daily emotion checks are completed by all lead class staff. Wellbeing Wednesday Curriculum Days are embedded Termly. Staff can refer learners for well-being interventions via our Safeguarding Team and for interventions from external agencies.

At Redwood we have a dedicated team of staff and leaders who actively promote the emotional well-being of all young people. We have two trained Senior Mental Health Leads who work alongside the Safeguarding Lead to promote positive well-being for all staff and learners.

Implementation, Evaluation and Monitoring:

With feedback from learners, staff and the wider school community we will continue to develop and to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take the necessary action.

Where appropriate we will work alongside other external organisations and local groups to provide excellent teaching and learning opportunities, whilst promoting equal opportunities to all. We will ensure that there are no barriers preventing anyone from accessing our school community. We will engage with local organisations who provide services to Redwood to ensure that they are working in line with our statement. We promote and encourage L.O.T.C as well as engagement in residential offers during the academic year.

Any reported incidents of discrimination will be investigated thoroughly by our Governing Body, Headteacher and Senior Leaders.

Links to other policies:

Well-being policy

Safeguarding policy

Behaviour policy

L.O.T.C policy

SEND policy

Whistleblowing policy