



Newfield School Equalities Objectives 2021-2024

Next review: September 2022

As part of the Equality Act 2010, Newfield School has an Equality Duty and so must have regard for:

- The elimination of discrimination, harassment and victimisation
- The advancement of equality of opportunity between people who share a protected characteristic and those that do not
- Fostering good relations across all protected characteristics

The following objectives are part of our ongoing school improvement and our commitment to the PSED (Public Sector Equality Duty), inclusive culture and our school values.

- We are *high performing* because we are **curious** and have a thirst for knowledge.
- We are **considerate** and value our community.
- We succeed through **commitment** and relentless ambition.

Newfield Equality Objectives

Objective 1
To gather the views and gain greater understanding of the experiences of pupils and staff with a protected characteristic so that we are better able to inform policy and practice.
Objective 2
To further develop an understanding of equality and diversity for both pupils and staff through training and continual development of our inclusive curriculum.
Objective 3
To develop a systematic approach to the analysis of data relating to the protected characteristics in order to make the school more inclusive.
Objective 4
To increase, each year, the levels of participation in extra-curricular activities (including trips) for those pupils with a protected characteristic, so that by 2024 all pupils at Newfield will have engaged in an activity or trip in each of their school years.
Objective 5
To increase the engagement of parents/carers and the wider community in the life of the school and particularly those parents/carers or children who share a protected characteristic.
Objective 6
To ensure Newfield School attracts first class candidates from diverse backgrounds, for recruitment into key teaching and leadership roles, so that the workforce is more reflective of the population served.