



**WILSON'S SCHOOL
EQUALITY DUTY PLAN and
EQUALITY OBJECTIVES FOR 2025-28**

Approved by Trustees: Spring 2025

WILSON'S SCHOOL

EQUALITY DUTY PLAN

Wilson's 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 students we aim:

- to ensure a safe and kind environment for learning, building pupils' 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 of our students every opportunity to engage with the spiritual, moral and cultural dimensions of life
- to provide every pupil 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 with the aims and ethos of Wilson's School 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.

Public Sector Equality Duty

Under the Equality Act 2010, it is unlawful to discriminate against a pupil or prospective pupil 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 person's 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 pupils, and so the school is free to arrange pupils 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 to 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.

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 throughout the school across management, subject teaching and co-curricular areas.

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

The focus of this Equality Plan are 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 Wilson's School.

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.

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.

Gathering and using Information

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

Reporting & Monitoring

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

Priorities as identified from Equality Objectives	Aims for 2025-28	Evidence of impact
Take further opportunities in PSHE and the wider pastoral curriculum to increase awareness of a broader range of physical needs and neurodiversity.		
Ensure that opportunities are taken across curriculum subjects to celebrate the accomplishments of women and consider the factors behind historic gender inequality.		
Continue to take proactive measures to minimise harmful behaviours between students, with particular attention to behaviour that exposes prejudice between minority ethnic groups.		