BEACONSFIELD HIGH SCHOOL

A remarkable grammar school

EQUALITY ACT STATEMENT

Date last reviewed:	May 2024
Next review date:	May 2026
For review by:	FGB

Beaconsfield High School

Equality Act Statement

Beaconsfield High School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success, we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only)
- Disability
- Gender re-assignment
- Marriage and civil partnership (in relation to staff only)
- Pregnancy and maternity
- Race
- Religion, faith or belief
- Sex
- Sexual orientation

As an Academy Trust and employer, we will also not accept any of the following:

- Direct or Indirect discrimination
- Harassment
- Victimisation

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and we will publish information about how it is complying with the Public Service Equality Duty. Published information will be updated annually and objectives will be updated every four years. This information is available on our website.

Further information on how schools must engage with the Equality Act, including guidance on what they must publish (page 35), can be found at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf