



'Engaging learners to enhance their life opportunities and outcomes'



EQUALITY OBJECTIVES

Introduction

We welcome our duties under the Equality Act 2010 which provides a modern single legal framework with three broad duties to eliminate discrimination, advance equality of opportunity and foster good relations. These duties are entirely consistent with BEST's Touchstones of: curiosity, community belonging, everyone matters, compassion and growth.

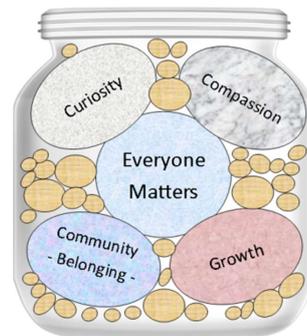
The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to public bodies, including maintained schools and Academies, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

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

Equality of opportunity applies to all members of the Trust's community – pupils, staff, governors, trustees, members, parents and our wider community.

BEST's Touchstones

At BEST, our actions and our intentions as school leaders are guided by our Touchstones:



Curiosity

Curiosity breathes life into our schools for both staff and pupils. Curiosity drives our innovative mindset and practice which leads pupils to explore people, places and things. We recognise that success is achieved through such exploration.

Community Belonging

We value the strength of building strong relationships through partnerships involving the individual, family, health, social care and education professionals. Everyone is welcome here. These

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strong relationships underpin our personal development and academic educational offer to each of our pupils.

Everyone Matters

We celebrate that all people are different and can play their individual role in the BEST family whatever their background, learning style or ability. We aspire to unlock the potential in everyone whilst placing their wellbeing at our core. Everyone's voice matters equally.

Compassion

We treat all members of our community with compassion and care at all times. We provide structure and nurture through a person centred, needs led approach. We work tirelessly to meet the needs of our pupils, their families and our staff.

Growth

We facilitate pupils and adults flourishing in their development and learning through building a reflective, resilient and creative community. We believe that everyone can succeed in their goals. We strive continually to make effective improvements.

Equality Objectives – 2019/2022

- To ensure that all staff, governors trustees and members are aware of current legislation relating to equality and diversity and that all of them understand the Trust's responsibility in this area
- To promote spiritual, moral, social and cultural development through all aspects of life at our schools, both inside and outside the classroom. At the core of this is the importance of equality and diversity.
- To promote cultural development, understanding and tolerance of differences e.g. religious beliefs, ethnic groups through a rich range of experiences, both in and beyond the school through our curriculum.
- To embed a culture of growth mindsets, by avoiding labelling of learners based purely on a notion of fixed levels of ability and pursuing curious exploration in learning.
- To model teaching and learning behaviours that promote equality and diversity through direct teaching across the curriculum.
- To narrow the gap in progress between boys' and girls', disadvantaged pupils, children in care, minority ethnic pupils and other pupils.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 with particular focus on homophobic, sexist and racial bullying and prejudice.
- To tackle prejudice and promote understanding in relation to people with disabilities.
- To raise career aspirations among pupils and their families by increasing awareness of career options for all children, challenging gender stereotypes.
- To promote mental health awareness and develop appropriate interventions where necessary.

Our equality objectives are monitored by the collection and analysis of information throughout the year.

For further information, please see our Equality and Diversity policy.