

**JOHN SPENDLUFFE
TECHNOLOGY COLLEGE**



**EQUAL OPPORTUNITIES
STATEMENT**

JOHN SPENDLUFFE TECHNOLOGY COLLEGE, ALFORD

EQUAL OPPORTUNITIES STATEMENT

This section of the school website is dedicated to Equal Opportunities and in particular in providing information on the schools response to the Equality Act of 2010.

What is Equality Act?

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and which extends to all protected characteristics. This combined equality duty came into effect in April 2011. It 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,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

How does the school fulfil its obligations?

The school fulfils its obligations to the act in a number of ways -

- Through following relevant policies and accessibility plan, key ones can be found on this website
- Through setting Equality Objectives, which can be found on this website
- Briefings/training for staff to raise awareness of key issues
- Through the taught curriculum. This is evidenced, for example, by the schools possession of the International Schools Award.
- The Employment of an Inclusion & Attendance Manager and the schools House System
- Tracking of key groups and intervention strategies to support underachievement. Such strategies support the achievement of all students
- The schools commitment to CEIAG (particularly Careers education) to raise the aspirations of all students.
- Through fair employment practices

POLICY DOCUMENTS

The following policy document was presented to the Governing Body of John Spendluffe Technology College and approved and adopted by them on the date stated.

Policy: Equal Opportunities Statement

Date: 03.10.2016