



Kingdown School

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Kingdown Equality Information 2018 Secondary School

Adopted by Governing Body – November 2018
Last amended November 2018
For review - ANNUALLY

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Rationale

Kingdown School is committed to ensuring that everyone is treated fairly and with respect as we want our school to be a safe and inspiring learning environment for all our pupils. This school recognises that people have different needs and we understand that treating people equally does not always involve treating everyone the same.ⁱ Kingdown School creates inclusive processes and practices where the varying needs of individuals can be identified and met.

This document explains how we show our commitment to equality for our school pupils and how we plan to tackle inequalities that may impact at school.

Celebrating our Successes

- We have established and developed a strong, passionate and proactive student Equalities Team, who aim to highlight emerging priorities and ongoing issues of inequality. The Equalities Team meet regularly throughout the year, hold assemblies across all houses and key stages, and hold termly special, 'Spotlight' events.
- We are raising awareness of individuals, groups and communities who might be considered at risk of feeling marginalised through a robust pastoral curriculum in tutor time.
- We are increasing the understanding and confidence of our pupils to recognise, address and report bullying, including the use of racist, Islamophobic and anti-LGBT discriminatory language. We focus on this through assemblies, PSHE and RS lessons, and through the pastoral curriculum.
- We have built strong relationships with a number of reputable organisations in order to host powerful visits from a number of speakers, including the Holocaust Education Trust, Stonewall and Lepra.
- We have increased the participation of SEN students in extra – curricular clubs and activities, as evidenced by our termly and annual attendance at these events.
- We have improved school attendance of our FSM students and decreased the number of FSM students classed as 'Persistently Absent', as measured by our termly and annual attendance reports.

We are increasing our pupils' knowledge and understanding of the different faiths and beliefs in Britain today and supporting individual pupils in the development of their sense of identity and belonging. We are achieving this through visits from local Police Community Support Officers, and events like our World Fair, including activities and foods from various cultures, and a speakers panel from different faiths and non-religious belief communities.

Priorities for the Year 2018-19

Gender Identity and Sexual Orientation

There is no attainment data available for this Protected Characteristic. This is one of the fastest changing areas of equality and this school is doing the following:

Seeking support and guidance from the LA and other appropriate bodies, on the best ways to create a resilient whole-school community that supports all pupils, including lesbian, gay, bisexual and transgender pupils (LGBT+) and those pupils uncertain about their gender identity/sexual orientation.

To support such an inclusive environment, Kingdown School is aware that homophobic, biphobic, transphobic language and bullying creates a negative and possibly hostile environment for pupils who may be lesbian, gay, bisexual, transgender or unsure about their sexual orientation/gender identity. Kingdown School works with pupils to address any use of discriminatory and bullying language that would create an unequal school environment. Kingdown School confidently tackles discriminatory language and supports pupils to create a school environment that values diversity.

Kingdown School is working with LGBT+ pupils to:

- Reduce the isolation experienced by some LGBT+ pupils
- Identify changes to ensure the school is as welcoming as possible for LGBT+ pupils
- Raise self-esteem of LGBT+ pupils and help them to feel confident and comfortable with their identity
- Enable more confident members of the school community to support pupils who are having difficulties
- Provide feedback to the school about the experiences of LGBT pupils both in-school and out of school.

Kingdown School is aware of the support that we can access in relation to Gender Identity, including Local Authority support; support from *Mermaids* (this charity supports families and schools where gender identity has been identified as a specific issue for pupils); support and advice from *Stonewall*, an LGBT+ campaigning group which has a website containing a range of educational guidance and resources.

In addition, this school is aware of the changes we can make to help avoid unnecessary gender distinctions. Such changes ensure that the school is a more equal environment if there are pupils who are uncertain about their gender identity. This school has flexibility within the school uniform, and endeavours not to divide pupils into groups solely based on their sex.

Kingdown School has decided that one of our new Equality Objectives will address LGBT+ issues and will create a school that is supportive, inclusive and welcoming for LGBT+ pupils as well as families with LGBT+ parents/carers.

Mental Health

There is an increasing understanding of the negative impact of social, emotional, and mental health difficulties (SEMH) on the educational attainment of pupils. The incorporation of mental health into the Equality Act 2010 has helped to highlight this important issue.

Kingdown School has decided that one of our new Equality Objectives will address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.

EQUALITY OBJECTIVES

Objective number one: pupil mental health and wellbeing

Academic attainment is important, but pupils also need to progress through their education feeling happy and self-confident. Kingdown School is committed to providing a nurturing environment to help develop the resilience of our pupils to cope with the ups and downs and stresses of everyday life. Kingdown School has decided that one of our new Equality Objectives will address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.

Objective number two: Sexual Orientation and Gender Identity

LGBT+ pupils are a group that may be vulnerable to bullying and unfair treatment. It is important our school creates a supportive environment to enable all our pupils to work out who they are and how they fit into society. As a school, we recognise that historic discrimination and unfairness means this may be more difficult for some pupils. Kingdown School has decided that one of our new Equality Objectives will address LGBT+ issues and will create a school that is supportive, inclusive and welcoming for LGBT+ pupils as well as families with LGBT+ parents/carers.

Kingdown School is working with all our pupils (including our LGBT+ pupils) to:

- Reduce the isolation experienced by some LGBT+ pupils
- Identify changes to ensure the school is as welcoming as possible for LGBT+ pupils
- Raise self-esteem of LGBT+ pupils and help them to feel confident and comfortable with their identity
- Enable more confident members of the school community to support pupils who are having more difficulties
- Provide feedback to the school about the experiences of LGBT pupils both in-school and out of school.

References:

ⁱ The Equality Act 2010 and Schools
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf