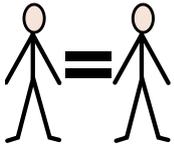


Equality at Windmill Hill School 20201-22



What is the Equality Act 2010?

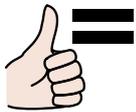
A law that protects people from discrimination.
It replaces all previous laws including the Disability Discrimination Act,
Race Relations Act and many others

Why one law?

Having one law on Equality helps people to **better Understand** theirs' and other people's rights, and how
They should expect to be treated.



What is Equality?



It doesn't mean treating everyone the same; it
Means treating people **fairly**, with **respect**,
Having regard for their **rights and wishes**.



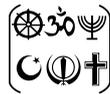
Sometimes this means giving people **extra help** So they have the same chance

Our Vision:

- To create a learning journey from 0 to 25, for all children and young people.
- For every child to become confident, capable, resilient, aspirational members of their communities.
- All learners will be challenged to be
 - Responsible Citizens
 - Successful Learners
 - Confident Individuals.
- To develop an effective learning community that provides an excellent education for our pupils through highly effective collaboration based upon mutual support and challenge, across special and mainstream schools.

Our Values: At Windmill Hill, we support the vision through

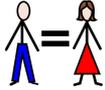
RESPECT – COMPASSION – RESPONSIBILITY - ACHIEVEMENT



Protected Characteristics

The Equality Act protects the same groups of people that were covered by previous legislation, but these groups are now referred to as 'protected characteristics'

The following is a list of the protected characteristics covered by schools:



Disability

Gender Reassignment



Pregnancy and Maternity

Race

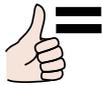
Religion or Belief

Sex

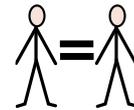
Sexual orientation



What will we do?



Ensure everyone is treated
Fairly
'Equality of Opportunity'



Give everyone
'Equality of



Help everyone to communicate openly and clearly,
Without prejudice

What can you do?

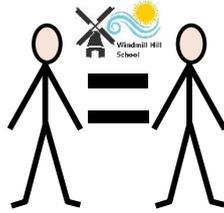


Inform the school if there is anything we can do
Help to identify barriers
Help the school to meet its aims



If you have an issue or concern

Please speak to us first, if you are still unhappy you must follow the schools complaints process in the first instance – contact the school for further information www.windmillhillschool.co.uk www.creatingtomorrowmat.co.uk



Equality at Windmill Hill School

The law requires us to publish equality information, and so to demonstrate compliance with the general duty across its functions and so we will collect information on the following areas:

- Gender
- SEN Status
- Religion
- Ethnicity
- Special Education Needs and Disability

Analysis of data

As part of the school cycle of monitoring of performance there will be detailed analysis of the data of individual and groups of individual. This information will be available on the school website, or if anyone would like to discuss this information further they are welcome to contact the school to make an appointment to discuss further with the headteacher

As part of the school's monitoring cycle, and for Equality Duty we will monitor:

Attendance	Progression
Behaviour	Targets
Exclusions	Prejudice related incidents

2021-2023 Equality Duty Objectives

Under the Equality Act we are expected to set objectives every 2 years, based on the information we have gathered. As Windmill Hill School is not due to open until September 2021, we will set objectives as soon as the school is open following consultation with relevant stakeholders

Areas that Public Sector Equality Duty should help to address:

Attainment
Attendance
Participation in school activities
Ensuring all pupils engage effectively in learning
Bullying
Improving careers and progression and transition
Exclusion