



## Equality Policy & Objectives

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act says that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

In determining the objectives for Ancora House School the following was taken into account:

The views of the wider school community

Data/information on attendance and progress

Data/information on transitions in and out of our service

Pupil Voice

These objectives are:

1. To increase the extent to which all pupils who despite their mental health problems, are able to re-engage with and sustain their place in education with confidence and appropriate support, and that through effective communication they are less likely to be affected by discrimination and lack of equal opportunity.

**What we will do:**

- Attend all relevant planning and review meetings for each student eg. discharge planning meetings, TAFs, CiNs
- Formulate transition plans in close collaboration with home schools, parents, carers, clinicians and the young person
- Share pertinent information with schools and colleges around the best ways to support the young person during and after their transition.

**How we will know we are meeting our objectives:**

- Pupil Voice/ feedback questionnaires
- Data on successful and sustained transitions – termly follow up for 12 months
- Analyse data annually to determine rates of success and to identify barriers

2. To increase the attendance rate for all pupils so that despite their health difficulties which may leave them open to discrimination and lack of equal opportunity, they feel valued, confident and build resilience and in consequence are more likely to achieve.

**What we will do:**

- Offer tutorials to all students so that they are supported to identify barriers to their attendance and engagement.
- Provide all students with any targeted support necessary to improve their confidence, self-esteem and attendance.
- Ensure schools and colleges are aware of how to continue support following discharge/transition
- Raise awareness of Mental Health and challenge stigma; promote an inclusive and informed learning environment for young people to continue their education with the best chance of success
- Liaise closely with parents, carers, clinicians to ensure a joined up approach
- Recognise and celebrate success with the young person, their families and schools/colleges

**How we will know we are meeting our objective:**

- Data/information on attendance
- Data/information on progress
- Parent/Carer/school/pupil feedback questionnaires

3. To prevent HBT (homophobic, biphobic and transphobic bullying) and support LGBT students by creating an inclusive school.

**What we will do:**

- Train staff on accommodating LGBT pupils and ensuring Trans students feel safe
- Train staff on HBT (homophobic, biphobic and transphobic) bullying and create a 'school script; on how to tackle incidents and what to say
- Include visual representation to show our LGBT students we are an inclusive school and they can feel safe and talk to us (Information leaflets for local groups, LGBT mental health support groups and contacts, 'knowing your rights' poster)
- Provide assembly materials looking at LGBT role models and people in the media
- Ensure students are known by their preferred names and pronouns, use of 'gender neutral' toilet
- Resource a LGBT library

- Discuss with the young people LGBT issues and gender stereotypes and then create work based on this
- Update CPOMS to record and incidences of HBT bullying
- Updating student friendly policy to cover HBT

**How we will know we are meeting our objective:**

- Become a Stonewall School Champion
- Achieve the bronze School Champion award
- LGBT Feedback from students and their families

The school will review the objectives annually and offer feedback on progress through the school's website.