

Newfield School Equality Plan (2025–2027)

Responsible: Mr C Whelan – Headteacher

Approved by Governors: September 2025

Review date: September 2025

Next full review: September 2026

1. Mission Statement

Newfield School is committed to promoting an atmosphere of good order, inclusion and consistency of approach, which provides all children with the opportunity to realise their potential, recognise their own success and develop the skills and confidence to participate happily and successfully in society.

2. Legal Framework and Public Sector Equality Duty (PSED)

This Equality Plan reflects the requirements of the **Equality Act 2010** and the **Public Sector Equality Duty**, which requires schools to:

1. Eliminate unlawful discrimination, harassment and victimisation;
2. Advance equality of opportunity between people who share a protected characteristic and those who do not;
3. Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics covered by this plan are: - Disability

- Race (including ethnicity and nationality)

- Sex

- Gender reassignment

- Pregnancy and maternity

- Religion or belief

- Sexual orientation

- Age (in relation to staff)

3. Our Equality Principles

Newfield School's approach to equality is underpinned by the following principles:

1. All learners and staff are of equal value.
 2. Diversity is recognised, respected and celebrated as a strength.
 3. Barriers to learning, participation and achievement are actively identified and removed.
 4. Positive attitudes, relationships and mutual respect are promoted.
 5. All pupils are supported to achieve their highest potential.
 6. Staff are treated fairly and supported through inclusive employment practices.
 7. Particular attention is given to the most vulnerable pupils to raise outcomes for all.
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4. Mainstreaming Equality into Practice

Equality is embedded across all school policies, procedures and daily practice, including:

Teaching and Learning

- Use of contextual data to identify and address inequality;
- Monitoring achievement, attendance and behaviour by protected characteristics;
- Inclusive curriculum planning that reflects diversity without stereotyping;
- Promotion of respect, empathy and challenge to prejudice;
- Strong partnership with parents/carers;
- Adapted teaching approaches to meet the needs of all learners in a special school context.

Admissions and Exclusions

- Fair, transparent admissions procedures;
 - Exclusions applied consistently in line with the Behaviour Policy;
 - Monitoring of exclusion data to identify and address disproportionality.
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5. Equal Opportunities for Staff

Newfield School is committed to equality of opportunity in employment and will: - Ensure recruitment, promotion and professional development are based on merit; - Monitor recruitment, retention, training and bullying/harassment; - Provide reasonable adjustments for disabled staff; - Promote wellbeing, dignity and respect for all employees.

6. Consultation and Engagement

The Equality Plan is informed by: - Pupil voice activities and School Council; - Parent/carers questionnaires and reviews; - Staff meetings, surveys and INSET; - Governing body monitoring and challenge.

7. Roles and Responsibilities

Governing Body

- Approves and monitors the Equality Plan;
- Ensures statutory duties are met;
- Challenges data and impact.

Headteacher

- Leads implementation;
- Ensures staff awareness and compliance;
- Addresses incidents of discrimination robustly.

All Staff

- Promote inclusive practice;
 - Challenge prejudice and discrimination;
 - Record and report incidents appropriately.
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8. Tackling Discrimination and Bullying

Discrimination, harassment and bullying are not tolerated. All incidents are: - Addressed promptly; - Recorded and monitored; - Reported to governors and the local authority as required.

9. Monitoring, Review and Impact

The school will: - Analyse achievement, attendance and behaviour data; - Review progress annually; - Publish equality information and objectives on the website; - Report impact to governors annually.

10. Equality Objectives (2025–2027)

Newfield School seeks to promote equality and celebrates the diversity within its community. We welcome and fully comply with the Public Sector Equality Duty as set out in the Equality Act 2010.

What is the Public Sector Equality Duty?

We must: - Eliminate discrimination, harassment and victimisation; - Advance equality of opportunity between different groups; - Foster good relations between different groups.

Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the grounds of: - Sex - Race - Disability - Religion or belief - Gender reassignment - Sexual orientation - Pregnancy or maternity

Marriage and civil partnership and age are also protected characteristics; these apply to staff but not pupils in schools.

Our Equality Policy

Our Equality Policy outlines how the school meets its duties under the Equality Act 2010 and provides guidance to staff and visitors on promoting equality, diversity and inclusion across all aspects of school life.

Our Equality Objectives

Our Equality Objectives reflect the school's priorities and are informed by data, pupil voice, staff feedback and external review. Careful analysis is undertaken to ensure improved outcomes for all groups.

Our Equality Objectives for 2025–2027 are: -

- To further develop work to challenge misogyny and all forms of sexism through the curriculum and wider school strategies; -
- To engage with the Educate and Celebrate Programme (or equivalent) to ensure the school continues to demonstrate best practice; -
- To foster good relations between different groups through assemblies, Religious Studies, PSHE and Student Development Days; -
- To challenge stereotypes that limit opportunities through options and careers guidance, and to track pupil option choices; -
- To further develop student and staff wellbeing and promote positive mental health; - To promote equality, diversity and inclusion across the staff body; -
- To use contextual data to improve support for individuals and groups of pupils; -
- To take account of the achievement of all pupils when planning future learning and setting challenging targets; -
- To encourage classroom and staffroom discussion of equality issues, including social stereotypes and their impact on learning; -
- To embed inclusive teaching approaches appropriate for the whole school population.
- Specific actions linked to these objectives are detailed in the School Development Plan.

Progress Made

- Achieved the Rainbow Flag Award (2024);
- All staff receive Equality and Diversity training every two years via Educare;

- Achieved the Career Mark for careers guidance and are working towards full Gatsby Benchmark compliance;
- Ofsted judgement of 'Good' in all areas;
- Curriculum reflects a wide range of cultures, identities, backgrounds and perspectives;
- Diversity explicitly taught through PSHE;
- Staff training and workshops on adaptive teaching;
- Ongoing work to narrow the achievement gap for disadvantaged pupils, including Pupil Premium and SEND pupils;
- Appointment of an Inclusion and Disadvantaged Development Lead (from January 2026);
- Appointment of an additional member of staff to the Pastoral Team to provide targeted interventions for SEND pupils.

Rainbow Flag Award Criteria

The Rainbow Flag Award evidences the school's commitment through: - An inclusive curriculum; - Strong pastoral support; - Active student voice; - Engagement with governors and parents.

11. Publishing the Plan

This Equality Plan and objectives will be: - Published on the school website; - Shared with staff and governors; - Available in accessible formats on request.

13. Alignment of Equality Objectives with Equality Action Plan

Equality Objective	Action (from Equality Plan & SDP)	Monitoring & Evidence	Responsibility	Timescale	Success Indicators
Challenge misogyny and sexism	Curriculum review; assemblies; PSHE themes; staff CPD	Curriculum audits; pupil voice; behaviour data	SLT / PSHE Lead	Ongoing	Reduction in sexist language; positive pupil feedback

Equality Objective	Action (from Equality Plan & SDP)	Monitoring & Evidence	Responsibility	Timescale	Success Indicators
LGBTQ+ inclusion & best practice	Educate and Celebrate Programme; Rainbow Flag criteria	Award status; student voice; staff training records	Inclusion Lead / SLT	Ongoing	Sustained Rainbow Flag Award
Foster good relations	Assemblies, RS, PSHE, Student Development Days	SMSC monitoring; pupil surveys	SMSC Team	Ongoing	Improved cohesion and engagement
Challenge stereotypes in careers	Careers guidance; tracking option choices; Gatsby benchmarks	Options data; Careers Mark review	Careers Lead	Annual	Balanced participation across groups
Promote wellbeing & mental health	Pastoral interventions; wellbeing curriculum; staff support	Attendance; behaviour; wellbeing surveys	Pastoral Team	Ongoing	Improved wellbeing indicators
Promote EDI across staff	Equality training; inclusive recruitment practices	CPD records; recruitment monitoring	Headteacher / Governors	Biennial	Staff confidence and awareness
Use contextual data effectively	Data analysis by group; targeted interventions	Progress data; IEP reviews	SLT	Termly	Narrowing of achievement gaps
Inclusive planning & target setting	Differentiated planning; ambitious targets	Lesson monitoring; progress reviews	Teaching Staff	Ongoing	Improved pupil progress
Promote equality dialogue	Classroom discussion; staff meetings; CPD	Pupil voice; staff feedback	All Staff	Ongoing	Increased awareness
Embed inclusive teaching	Adaptive teaching strategies; SEND training	Learning walks; training impact	SENDCo / SLT	Ongoing	Increased engagement and access

Signed: C Whelan

Date: September 2025