

Rutlish School



Equality Objectives

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| Committee ownership for this policy: F&P, Curr, Incl, Prem, RR6, FGB | Inclusion |
| Must be approved by FGB: Y / N | Y |
| Required by: | Statutory |
| Frequency of review: | Annually |
| Date last reviewed: | Autumn 2025 |
| Date of next review: | Autumn 2026 |
| Display on website: Y / N | Y |
| Responsible | Assistant Headteacher |

Equality Objectives Autumn 2025

| Objective | Intended Impact / success criteria | Actions and evidence | Staff |
|---|--|----------------------|-------------------------|
| A. Continue to develop a nurturance culture that challenges toxic masculinity and misogyny. | PSHE curriculum and delivery creates spaces where students reflect openly about identity and feel confident in calling in peers challenge values of equality, inclusion and respect for all. | | PSHE Lead AHT DHT |
| B. Explicit education on the protected characteristics for students who display behaviour which could be considered prejudice or discriminatory | Create a series of workshops for students who display prejudice or discriminatory behaviours. Data indicates that these workshops reduce or remove entirely repeated behaviours of a similar nature. | | AHT SLT MLT |
| C. Continue to identify and remove all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all | Consideration to equality and equity is given by all staff in all decision-making to ensure equality of access and equality opportunity. Staff are critical of their own work and practice, ensuring reflection on equality and inclusion is habitual. | | All staff |