



Etone College Equality objectives 2023-27

The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;

b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;

c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

Objective 1

Etone College is a fully inclusive school which provides for the wellbeing of every child via our comprehensively planned personal development curriculum alongside our proactive whole school approach to mental health. However, we recognise that there is always more which can be done, especially when society's mental health stigma disproportionately affects boys. To ensure this is mitigated for Etone boys, we will work on raising awareness and removing the stigma around male mental health so that boys feel really confident to come forward with any concerns.

Objective 2

Etone College is committed to promoting and fostering good relations between all members of our community. To pre-emptively tackle prejudice and promote tolerance and understanding between people from different groups, including those who have protected characteristics, we will continually audit both our academic and personal development curriculum to ensure that they are underpinned by and make explicit reference to equality and diversity throughout. This will include use of positive role models, highlighting those with protected characteristics to celebrate their achievements throughout history.