



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.

We regularly review our equality objectives and ensure that they feature as part of our school development plan.

Equality Objective 1

We regularly review our equality objectives and ensure that they feature as part of our school development plan. In relation to objective 1 – Progress has been made in the following key areas:

- A boys' mental health leaflet with staff views on how to manage mental health has been produced and distributed as well as discussed with all year groups.
- A Boys' mental health event regularly takes place in the Café and main hall over lunch times to allow boys to access advice and top tips.
- Mental health lessons have been appropriately updated in all Learning for Life Schemes of Learning across the school.
- Brew Monday and Mental Health drop ins are regularly scheduled and publicised with pupils.
- Etone Mental Health Top Tips and strategies are discussed during form time to enhance and emphasise the importance of wellbeing.
- Top Tips are displayed around school in social spaces via TV screens share strategies and raise awareness.
- Mental Health assemblies for World Mental Health Day, Children's Mental Health Week and Mental Health Week – These are aimed at raising awareness and tackling stigma associated with these topics.
- Parent information and support is regularly updated and available on the website. Opportunities such as these have definitely raised awareness around the topics associated with boys mental health upskilling pupils in being able to recognise signs and triggers and gives pupils and understanding of how to take positive action to support themselves as well as others.

Equality Objective 2

We have a comprehensive personal development curriculum which is designed to ensure that we not only meet all statutory content but also provide guidance and support which goes above and beyond that which is required.

In relation to objective 2 – Progress has been made in the following key areas:

- Ensuring that the Equality Act and all of its component parts are woven through our learning for life curriculum in an age appropriate way.
- Ensuring that Protected Characteristics are identified and addressed throughout our learning for life curriculum.
- Fundamental British Values is highlighted and referenced in assemblies and form time as well as discussed in greater depth during dedicated assemblies.
- Ensuring that prejudice and discrimination issues and examples are a key feature of our learning for life curriculum throughout lessons and assemblies. Key messages associated with these topics are also supported by outside speakers.
- We highlight equality role models through history throughout our Values Booklets
- Our form time readers explore and promote equality examples and themes and form part of follow on form time activities and discussions.
- We have whole school personal development events scheduled throughout the year which promote equality such as Black History Month, Pride, Diversity Week.
- We regularly hold a celebration of cultures through assemblies and learning for life lessons.
- Anti-Bullying Week and Diana Ambassadors are used as a vehicle to challenge discriminatory language. This forms part of Anti Bullying Week, assemblies and form times. Opportunities such as these continually help to raise awareness and tackle prejudice as well as to promote tolerance and understanding within and across our school community.