

# EQUALITY STATEMENT AND OBJECTIVES

Evelina Hospital School

<b>Last reviewed:</b>	January 2026
-----------------------	--------------

<b>Next review:</b>	January 2027
---------------------	--------------

<b>Approved by:</b>	Headteacher	Governors/Headteacher
---------------------	-------------	-----------------------

<b>Signed:</b>	Headteacher
----------------	-------------

## **EQUALITY STATEMENT AND OBJECTIVES**

### **Evelina Hospital School**

#### **Equality Statement**

At Evelina Hospital School, we are committed to ensuring equality of opportunity for our entire school community. We aim to build and nurture a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. We work hard to meet our duties under the Equality Act 2010.

Our school values of beauty, childhood, time, and social justice enable us to tackle discrimination through the continued promotion of equality, challenging bullying and stereotypes, and actively working to become an anti-racist school. Diversity is our strength, and we strive to create an environment that champions respect for all.

We provide every pupil with the opportunity to succeed at the highest level of personal achievement. Our curriculum promotes attitudes and values that challenge discriminatory behaviour and prejudice, celebrates cultural diversity, and prepares pupils for life in a diverse society.

#### **AIMS:**

We recognise and take seriously our Public Sector Equality Duty to have due regard to

- Eliminate discrimination.
- Advance equality of opportunity for all.
- Foster good relationships between different groups – those who share a protected characteristic and those who do not.

#### **LEGISLATION AND GUIDANCE:**

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

#### **ROLES AND RESPONSIBILITIES:**

##### **The governing board will:**

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents

Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

**The headteacher will:**

Promote knowledge and understanding of the equality objectives among staff and pupils

Monitor success in achieving the objectives and report back to governors

**All staff will:**

Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils

Continue to attend training, CPD and events that build knowledge about diversity and inclusion and improve understanding of what makes an anti-racist/racially literate school.

**ELIMINATING DISCRIMINATION:**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

**ADVANCING EQUALITY OF OPPORTUNITY:**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

Removing or minimizing disadvantages suffered by people that are connected to a particular characteristic particularly for our pupils who have disabilities

Taking steps to meet the particular needs of people who have a particular characteristic – for example medical needs that impact on a child's learning.

Encouraging people who have a particular characteristic to participate fully in any activities. In fulfilling this aspect of the duty, the school will ensure that all pupils across the hospital are offered school lessons.

Publish attainment data each academic year showing how pupils with different characteristics are performing

Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information

Make evidence available identifying improvements for specific groups (e.g., declines in incidents of homophobic or transphobic bullying)

Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

**FOSTERING GOOD RELATIONSHIPS:**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through our broad and balanced creative curriculum. RE and PSHE subjects take the lead with this, but our cross curricular work in the classrooms allows pupils to be introduced to different cultures, beliefs and cultures in all our subjects.

Pupils take part in larger events such as The Great Big Assembly. They have regular workshops with groups from the local community including the Chaplaincy team, the migration museum, authors and other providers.

We also work with pupils, staff and parents to promote knowledge and understanding of different cultures during our regular celebration events marking religious and cultural days.

We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

### **EQUALITY CONSIDERATIONS IN DECISION-MAKING:**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example,

The dates of religious holidays

That programs and enrichment providers are accessible to all pupils with disabilities

That visitors or work has equivalent facilities for SEND pupils

That materials used and promoted by the school promote diversity including gender and race

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions.

### **OBJECTIVES:**

- To continue developing, expanding, and decolonising our school curriculum so that it fully reflects the rich diversity of the students we teach throughout the hospital, our local area, and the wider world.
- To ensure that the entire Evelina Hospital School community develops its understanding of racial literacy, promotes equality, and understands what it means to be an anti-racist school.
- To continue ensuring that the diversity of our workforce – including external enrichment providers – better reflects our learner population and society as a whole.
- To promote cultural understanding, awareness, and tolerance within the school community.
- To promote mental health awareness and develop appropriate support and interventions as needed.
- To ensure that our site remains accessible for pupils, staff, and visitors with disabilities.
- To monitor and address discriminatory language (including homophobic, sexist, ageist, classist, ableist, antisemitic, and racist language).
- To continuously review and revise the curriculum to represent diverse cultures and societies, and to encourage tolerance and respect.