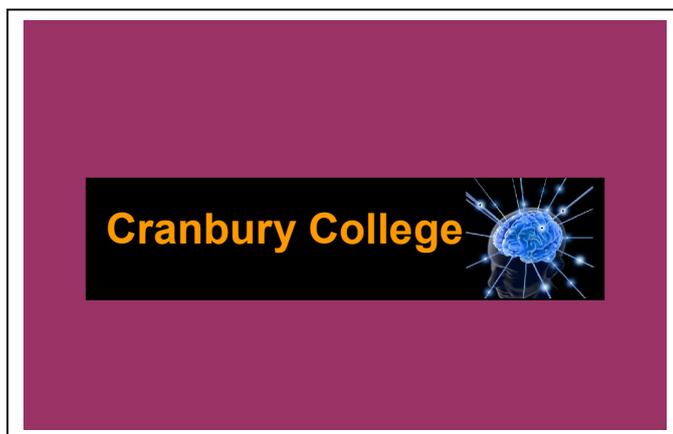


Single Equalities Scheme

Our Equality Objectives



Date agreed:

Date for review:

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Legal Requirements

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics - disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the public sector Equality Duty and its purpose is to promote equality for all.

The Government has issued guidance which sets out that having due regard means consciously thinking about the three aims of the public sector Equality Duty as part of the process of decision-making. This means that considering equality issues must influence the decisions reached by schools- such as in how we act as employers; how we develop, evaluate and review our policies; how we design, deliver and evaluate what we offer and how we commission and procure services from others.

Schools also have a responsibility to:

- Publish equality objectives by 6 April 2012 and every four years thereafter;
- Publish information annually from 6 April 2012 to demonstrate their compliance with the general Equality Duty
- Publish information relating to their employees and others affected by their policies and practices
- Public bodies with fewer than 150 employees are not required to publish information on the effect of their policies and practices on their workforce.

A school's published information should include:

- Information on the effect that their policies and practices have had on employees, service users and others from the protected groups;
- Evidence of the analysis undertaken to establish whether their policies and practices will (or have) furthered the three equality aims in the general equality duty;
- Details of the information used in that analysis, and
- Details of engagement with people with an interest in the aims of the duty.

This information must be published in a way that is accessible to the public

Introduction

Deciding on and meeting our Equality Objectives will require ownership by Governors, senior leaders, all staff, the school community and learners.

This document is to help us focus on the outcomes that matter to the people who use our school and its services and our local community; and to ensure that our services are accessible and delivered effectively.

We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. Our success in meeting our objectives will be monitored and delivered through the governors' role, school improvement processes and our self evaluation processes.

Our Vision and Aims for Equality and Diversity

At Cranbury College we believe that diversity strengthens our community. We value every individual for their unique gifts and believe that diversity should be respected and celebrated by all those who learn, teach and visit here.

Cranbury College is committed to:

- Tackling discrimination on the grounds of race, disability, gender/gender identity, sexual orientation, religious belief and age
- Positively advancing equality
- Creating good relationships in the school between all groups by race, gender/gender identity, disability, sexual orientation, religious belief and age
- Promoting equality of opportunity for all.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in the school are from diverse groups. We believe that this provides good role models for our pupils.

We will involve pupils, staff, parents, carers, governors and communities in the development of our objectives. They will be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of our objectives. The aim is to ensure that we meet the needs of people: from all ethnic backgrounds and of all religions or beliefs; of all ages; of all genders and sexual orientations and of all abilities.

Our school context:

Our school context

Our pupil/student population (at September 2012) had 87 learners on roll: (provide breakdown by ethnicity, gender and disability - including if possible, which impairment groups are represented or not represented)

- 75% boys: 25% girls
- 65% White British compared with 57% in Reading Secondary schools; 0% White Other; 8% Mixed White Black Caribbean; 2% Pakistani; 0% Black African; 2% Black Caribbean; 1% Black Other; 1% Mixed White Asian; 7% Mixed Other; 1% Any Other Asian Background; 1% Any Other Ethnic Group; 7% Not Declared and 1% Refused

Our staff (at January 2012) is predominantly White British and female: 83% female and 17% male; 84.4% White British; 1.6% Black British Caribbean; 1.6% White British Caribbean; 1.6% Black British African; 1.6% Other Black British; 1.6% White Irish; 1.6% Mixed White Asian; 3% Asian British Indian; 3% Not Stated.

Our Management Committee (at January 2012) includes 40% males and 60% females; there is currently no representation from minority ethnic groups. The government has directed a review of Management Committees to ensure that there are more representatives from schools than the LA. This is an opportunity to recruit from the wider equalities groups.

Roles and responsibilities, commitment and accountability

We will mainstream equality issues by:

- Paying **due regard** to equality issues within all our key policies, planning, decision making processes and performance management;
- Ensuring that our planning contributes towards our equality objectives;
- Ensuring that arrangements are in place to monitor and report on our progress against our objectives;
- Ensuring that we engage effectively with our learners, staff, parents and local communities in planning, delivering and monitoring the objectives

Race

We recognise that Black and ethnic minority people may experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in all areas of life. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

We will take all necessary measures to prevent and tackle racial harassment and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality of all ethnic groups. The Governing Body understands its accountability. Under the duties of the Equality Act we will:

Tackle unlawful discrimination by:

- Keeping accurate records of all ethnic groups, their backgrounds and needs and how we respond to them;
- Dealing with complaints of discrimination and harassment speedily according to local authority guidance *Challenging and Dealing with Racist Incidents in Schools* and notify complainants of the outcomes and action taken;
- Encouraging dialogue between different racial groups

Advance equality by:

- Expanding access and achievement across all communities and in all areas of school activity;
- Promoting the active participation of minority communities in shaping the future of our school;
- Consulting with ethnic minority learners, their families and staff on issues affecting them rather than with people acting on their behalf.
- Ensuring the school staff, learners and their families as well as the wider community fully understand the principles of race equality and good race relations.

Foster good relations and cohesion by:

- Promoting activities that celebrate our common experience as well as those that recognise diversity
- Encouraging learners and their families of all ethnic groups to participate fully in all aspects of school life;
- Fostering understanding and respect for the cultures and faiths of all our learners and their families;
- Countering myths and misinformation that may undermine good community relations;

Cranbury College:

- Gathers (and monitors) information on pupil ethnicity and language information on admission from parents and pupils and by achievement, attainment, attendance and exclusion in Cranbury
- We plan to ensure fairness for learners from ethnic minority groups by ensuring equality of opportunity within our curriculum offer
- Our objective for pupil achievement/attainment by ethnicity is to ensure that pupils from minority ethnic backgrounds make at least as good progress as their peers given their ability and starting points
- This objectives links with school priorities and other key strategies within the School Improvement Plan, Accessibility Plan, Equal Opportunity Policy and Anti-bullying Policy.
- Children/people from ethnic and linguistic minority backgrounds have still to be consulted in the development of the objectives.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Disability

We recognise that people with disabilities experience discrimination across all areas of life. We welcome the requirements of the Equality Act and set out our commitment to meeting the duties in relation to disability. Our aim is to advance disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

We are committed to working for the equality of people with and without disabilities. The Governing Body understands its accountability. Under the duties of the Equality Act we will:

Tackle unlawful discrimination against people with disabilities by:

- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
- Monitoring and eliminating discrimination and disability related harassment
- Improving the environment of the school to increase the extent to which disabled learners can take advantage of education and associated services

Advance equality for people with disabilities by:

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- Increasing the extent to which disabled learners can participate in the school curriculum
- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- Supporting disabled learners, staff and carers according to their individual need
- Taking steps to meet people's needs related to their disability, even if this requires more favourable treatment
- Involving disabled learners, their families and disabled staff in the changes and improvements we make and consulting them on issues affecting them, rather than with people acting on their behalf.
- Monitoring staff and learners by disability.
- Having a Disability Equality Objective

Foster good relations and cohesion by:

- Promoting equality of opportunity between people with disabilities and other people.
- Promoting positive attitudes towards people with disabilities
- Increasing the inclusion of positive images of people with disabilities across the curriculum
- Encouraging participation of people with disabilities in school life.

Cranbury College:

- Gathers and monitors information on all kinds of disability and SEN information on admission from parents and pupils, from any Statement of Special Educational Need by achievement, attainment, attendance and exclusion in Cranbury
- Cranbury College Accessibility Plan sets out access information in all our buildings
- Cranbury College considers the individual needs of all pupils in order to ensure access to education for disabled learners regardless of their disability
- Our objective for pupil achievement/attainment by disability is to continue to ensure that pupils with a disability make at least as good progress as their peers given their ability and starting points
- This objectives links with school priorities and other key strategies within the School Improvement Plan, Accessibility Plan, Equal Opportunity Policy and Anti-bullying Policy
- A physically disabled member of Management Committee has been involved but we need wider consultation with people with disabilities in the development of the objectives.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Gender

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. We are aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

We are committed to working for the equality of women and men. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation
- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of girls, boys, women and men

Advance equality for girls, boys, women and men, in all our functions by:

- Monitoring learner outcomes and achievement by gender
- Monitoring staffing and pay by gender
- Having a Gender Equality Objective

Foster good relations and cohesion by:

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non stereotypical images of women and men, girls and boys across the curriculum
- Encouraging the equal participation of boys and girls, women and men in all aspects of school life.

Cranbury College:

- Gathers gender monitoring information by achievement, attainment, attendance and exclusion
- Our objective for pupil achievement/attainment by gender is to continue to ensure that male and female pupils make at least as good progress as their peers given their ability and starting points
- Our individualised timetables ensure that learners have some choice in activities which are not intended to be gender specific
- This objectives links with school priorities and other key strategies within the School Improvement Plan, Accessibility Plan and Equal Opportunity Policy to address gender stereotyping in school activities, subject choices, careers advice and work related learning
- Cranbury College is part of Reading Borough Council all staff are employed on an equal pay basis for equal job descriptions by gender
- Our objective is to close any gender gaps related to pupil achievement and attainment.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Religion and Belief

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality for people based on their religion, belief and non belief. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Monitoring and eliminating unlawful discrimination and harassment on the grounds of religion or belief
- Making the environment as safe as possible and challenging antisocial or bullying behaviour on the grounds of religion, belief or non-belief

Advance equality in all our functions by:

- Removing any barriers which prevent children and adults of all religions, beliefs or non belief taking a full part in our school life
- Assessing the impacts of our policies and procedures on promoting equality based on religion, belief and non belief

Foster good relations and cohesion by:

- Encouraging the equal participation of people of all religions, beliefs and non belief in all aspects of school life

Cranbury College:

- Gathers and monitors information by religion, belief or non belief as given voluntarily by parents and pupils on admission
- Cranbury College Secondary PRU holds a weekly assembly that has no religious bias, Religious Education is taught within our curriculum, our PSHE and SMSC curriculum and our values promote tolerance of difference
- The following policies are impact assessed in terms of promoting equality with regards to religion or belief: Behaviour, Anti-bullying, Health & Safety, Curriculum and Safeguarding
- Our objective is to continue to work within our policies to challenge any discrimination related to Religion and Belief; our incident data shows no issue.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Sexual Orientation and Gender Identity

We are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. We want to ensure equality of opportunity for LGBT people across services and employment.

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We respect the rights of individuals to be open about their sexual orientation. We tackle homophobia, challenge stereotyping and aim to improve knowledge about LGBT communities, both internally and within the community as a whole. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Taking a pro-active approach to preventing all forms of homophobia within the school
- Challenging patronising or discriminating attitudes and homophobic language;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment on the grounds of sexual orientation or gender identity
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Advance equality for of LGBT people in all our functions by:

- Assessing the impacts of our policies, functions and procedures on promoting sexual orientation equality

Foster good relations and cohesion by:

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non stereotypical images of LGBT people and the contributions they have made to different aspects of the curriculum

Cranbury College:

- Does not routinely gather sexuality information but it may be discussed at admission, pastoral or CAF review meetings
- We monitor all instances of bullying including homophobic bullying and abuse: Cranbury College has very few incidents of bullying
- Sexuality and gender identity issues are addressed within the curriculum through Sex and Relationship Education, PSHE, and SMSC; the School Nurse also works with individual pupils
- We strive to address any stereotyping by sexuality within the school by ensuring Equal Opportunity; our individual timetables include some choice by pupils
- Every learner in Cranbury College has a Key Worker who is responsible for the welfare of the pupil to promote good relationships, improve behaviour and health and well being and works within all relevant policies already listed
- Our objective is to continue to work within our policies to challenge any discrimination related to Sexual Orientation and Gender Identity; our incident data shows no issue.

We will publish our progress annually as part of our review of the School's Equality Objective

Age

We are committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference

Tackle unlawful discrimination by:

- Challenging patronising or discriminating attitudes and language;
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Advance equality by:

- Assessing the impacts of our policies, functions and procedures on promoting age equality

Foster good relations and cohesion by:

- Increasing the inclusion of positive, non stereotypical images of people of all ages and the contributions they have made to different aspects of the curriculum

Cranbury College:

- Addresses stereotyping by age within the PSME and SMSC curriculum and issues are dealt with as they arise; staff in school challenge any inappropriate behaviour / conversation as with all other aspects of Equality
- This links to our policies on Behaviour; Anti-bullying; Pupil and Staff Codes of Conduct; well-being procedures for pupils and staff
- Our objective is to continue to work within our policies to challenge any discrimination related to Age; our incident data shows no issue.

NB Age is not a protected characteristic in relation to children in schools

Anti-bullying

Our School states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We recognise that a strong and well observed anti bullying policy will have a positive impact on the lives of children from all equality groups. We have therefore set out the measures that our school will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We monitor and submit data regarding bullying and discriminatory incidents to the Local Authority as required

Cranbury College:

- Staff were involved in policy review and received training on each site in relation to bullying and discriminatory incidents relating to homophobia, racism, disability harassment, sexual and gender bullying, and religious harassment.
- We commit to recording all incidents in line with good practice identified in the Anti-Bullying Strategy and reporting to the local authority
- We analyse all bullying and discriminatory incidents and ensure the information is used to prevent further issues; there are very few reported incidents and all inappropriate related behaviour is challenged.

Employment Practices

In our School we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

Cranbury College complies with the LA employment policy and as a result our practice is monitored. By working closely with Reading Borough Council Human Resources team our procedures are observed and we implement the principles of equal opportunities in employment, such as

- Recruitment and selection is administrated by the HR team including anonymised short listing
- Some training is mandatory; training is identified through performance appraisal or by need
- Our performance appraisal systems comply with DfE and Reading Borough Council guidance
- We monitor the following for fairness
 - Selection and recruitment by following RBC process and procedure
 - Selection for redundancy, restructuring, redeployment and retirement is discussed through formal consultation with staff, HR and Trade Unions
 - Training and development: some training is mandatory for all staff; some training is based on performance appraisal needs linked to the School Improvement Plan
 - Promotion - through performance appraisal and re-structure consultations
 - Performance appraisal is recorded in formats relevant to each job type and leadership responsibility including professional standards and is monitored by the head teacher
 - Award for pay, bonus and allowances - in line with performance appraisal /short term need
 - Grievance - by following RBC policy and procedures
 - Disciplinary - by following RBC policy and procedures
 - Harassment - by following RBC policy and procedures
 - Discrimination - by following RBC policy and procedures and Cranbury College Policies

Due Regard

Under the legislation we are required to pay *due regard* to equalities when planning and implementing policies, functions or procedures. We need to understand whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them.

Cranbury College regularly reviews practice and impact assessments of policies that have been carried which are linked to the Equality Scheme including:

- School Improvement Plan
- Admissions and Transfer
- Behaviour, Attendance and Exclusions
- Curriculum
- Uniform
- National Healthy School Status
- Sports
- Careers/work experience
- Anti-bullying, harassment and Discriminatory policy
- Domestic Violence and pastoral support
- School trips
- Health & Safety
- Safeguarding

Consultation

Cranbury College has consulted with staff and Management Committee in the preparation of our objectives and will consult pupils, parents, our partners and the wider community:

- Pupils, parents, staff, Management Committee and our partners will be consulted regarding our race, gender and disability objectives as well as sexual orientation, religion & belief and age.
- We envisage that some of our parents may face barriers accessing consultation on our website due to lack of internet access or due to the readability of the document but we will ensure that we consult them face-to-face during planned meetings
- We will seek the expert advice of the Equality Services Advisor to overcome any barriers that we encounter.
- The majority of our parents do not attend consultation meetings hence we will consult with them through the website and individual meetings therefore issues of language and communication can be resolved on an individual basis.
- Cranbury College has good working relationships between the school and disabled pupils, staff and parents but always seeks to improve this.
- We have yet to consult with local stakeholder groups, e.g. Disability equality groups, The Domestic Violence and Young People Group, Schools Out, UNITY, Intercom Trust and other community or voluntary groups.
- Cranbury College uses equalities monitoring information regarding race, gender and disability in all data collection (eg progress, achievement, attainment, attendance, exclusion) to inform the development of our objectives.

Equality Objectives Summary

This section summarises the objectives we have identified in order to eliminate discrimination and harassment and advance equality in relation to gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. You may want to keep this as a simply written document for a page on your website. Parents and others can then click through to the detail if required

Cranbury College has selected the following Equalities objectives:

- Our objective for pupil achievement/attainment by **ethnicity and disability** is to ensure that such pupils make at least as good progress as their peers given their ability and starting points
- Our objective for pupil achievement/attainment by **gender** is to continue to ensure that male and female pupils make at least as good progress as their peers given their ability and starting points
- Our objective is to continue to work within our policies to challenge any discrimination related to **Religion and Belief**; our incident data shows no issue.
- Our objective is to continue to work within our policies to challenge any discrimination related to **Sexual Orientation and Gender Identity**; our incident data shows no issue.
- Our objective is to continue to work within our policies to challenge any discrimination related to **Age**; our incident data shows no issue

Related Objectives from our Accessibility Plan are:-

- Improve the availability of **written information** to pupils, parents and visitors to take account of specific requirements e.g. readability, Braille, English as an additional language
- As policies are reviewed, ensure that they make reference to the Accessibility Plan and Single Equality Scheme
- Ensure that our staffing reflects the diversity of our learners and their families
- Cranbury College Equality Objectives are linked to the School Improvement Plan within our key priorities:-
 - we must become a centre of excellence for alternative education
 - In all of our endeavours the best interests of the child are paramount. This makes us put

- children's needs and progress at the centre of everything we do
- We are flexible in our structure, operations, attitudes and purpose in order to meet the changing needs of Reading children, RBC and central government
- Ensure that the needs of pupils, parents and visitors with Hearing or Visual impairment or a physical disability can access the curriculum and services that we provide
- Ensure that pupils with HI, VI or physical disability can access trips outside school and work experience
- Explore the possibility of a quiet place on all sites for pupils with Autistic Spectrum Condition
- To ensure that fire evacuation procedures take account of physically disabled pupils, parents and visitors

Roles and responsibilities

The Management Committee accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives.

Cranbury College Management Committee and Leadership team:

- Will ensure that the requirements of the Equality Act 2010 are upheld through leadership and management committee functions; that our policies reflect the requirement and that we pay due regard to equality issues when reaching decisions
- We will monitor the delivery of the Schools Equality Objectives through our data collection, policies and through feedback from pupils, parents, staff, Management Committee and partners report through leadership and management meetings
- We will ensure that all members of staff understand the importance of the Objectives and their role in delivering them through training and staff development
- We will take advice and seek external audit in partnership with the local authority Equalities Advisor

Contracting and Procurement

Cranbury College uses RBC services for cleaning; building maintenance and RBC maintained ICT. We work with the Commissioning Team in referring our learners to Alternative Provision. For services that we commission we will ensure our Service Level Agreements:

- Include equality requirements within the contracts for services procured by the school.
- Monitor contractors' commitment to implementing equal opportunities standards within employment and service delivery.

Actions

Actions for Cranbury College

- The objectives will be implemented through the normal business of Cranbury College: School Improvement Plan, policy review and leadership and management committee responsibilities
- We will use equality monitoring information to assess progress and develop later objectives as above
- The implications for budget allocation are likely to be linked to the actions in the Accessibility Policy and Plan and at unknown at this time.

Steps to achieve the objectives you have decided on will include:-

- Lead responsibility will be held by the leadership team and Management Committee;
- Clear allocation of resources
- Expected outcomes / performance criteria - any pupil with a protected characteristic achieves as well as any other pupil given their ability and starting point; that no staff member is disadvantaged
- Indicators of progress towards the objectives are reviewed through our data collection and review of School Improvement Plan, Accessibility Plan and OfSTED Inspection
- Progress in these objectives is on-going within the Equalities requirements and builds on the work we already do
- The Single Equalities Scheme will be reviewed in December 2013 in collaboration with pupils, parents, partners and other interested parties
- The action plan will be incorporated into a framework that has the oversight of a Management Committee, so that progress is checked.

Reporting and reviewing the objectives

In line with the requirements of the Public Sector Equality Duty we will produce a report on our progress every year and review and revise the Schools Equality Objectives every four years.

Cranbury College will report on our objectives annually

- In line with our normal reporting to the Management Committee on progress on the School Improvement Plan and related data
- The Head Teacher will be responsible for monitoring the Schools' Equality Objectives
- Our annual report will be published in December 2013 (different formats may be required).

Our report on the objectives may be in a separate document, or as part of another document e.g. School Improvement Plan review. The review of the Objectives will inform how the school sets new priorities and new action plans for the next Objectives.

Publication

The School's Equality Objectives are to be published and are available to all on our website

Cranbury College will publish these objectives as draft to allow further consultation with parents, partners and other interested parties; our Objectives will formally be published by December 2012.

Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under our Grievance or Dignity at Work Policies, as appropriate. We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report on complaints annually and on action taken.

Acknowledgements - This Equality Objective planning proforma has been developed from the Schools' Single Equality Scheme produced by Cornwall Local Authority. We gratefully acknowledge their work and the work of many other individuals and organisations in this field.