

Equality Objectives 2022-24



The Spires College seeks to foster an atmosphere in which everyone flourishes, achieves and feels valued so that everybody feels they can contribute positively to the life of the school.

Every college improvement cycle includes objectives that promote equality. For 2022-24, there are two aims included in the College Improvement Plan (CIP) that include a focus on promoting equality:

1. The College has appropriate policies in place that make it clear that sexual harassment, online sexual abuse and sexual violence (including sexualised language) are unacceptable. All pupils feel confident to report concerns about harmful sexual behaviour freely, knowing that their concerns will be taken seriously and dealt with swiftly and appropriately. Comprehensive records of all allegations are kept and analysed to inform leaders' understanding of where issues may be. The College's work to prevent sexual harassment, online sexual abuse and sexual violence is evident through an integrated approach that includes the behaviour policy, pastoral support, the work of the safeguarding team and RSHE. The RSHE curriculum is well planned and teaching is of a high standard. Students value this subject and recognise its relevance to their lives. Students have an age-appropriate understanding of healthy relationships.

This means that no member of our community will be subject to harassment or discrimination because of their sex or gender identity.

2. Students feel safe and bullying, aggression, discrimination and derogatory language are never tolerated. Students actively support the well-being of other students and they understand and celebrate diversity. The College promotes equality of opportunity and diversity effectively. As a result, students understand, appreciate and respect difference in the world and its people, celebrating the things we share in common across cultural, religious, ethnic and socio-economic communities. They show respect for the different protected characteristics as defined in law and no forms of discrimination are tolerated. The College ensures that all students have a good understanding of the fundamental values of democracy, the rule of law, individual liberty, tolerance and respect. The school provides pupils with meaningful opportunities to understand how to be responsible, respectful, active citizens who contribute positively to society.

This means that no member of our community will be subject to harassment or discrimination because of their religion, ethnicity, background or culture.