



Millfield School

Name of Policy: Equalities Policy

Aims of Policy

Millfield School recognises that certain groups of people in society have historically been disadvantaged on account of unlawful discrimination they have faced because of their age, disability, gender, religion / religious belief, sexual orientation, or age.

Millfield School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- foster good relationships across all characteristics – between people who share a protected characteristic and people who do not share it.

Having due regard for advancing equality involves:

- removing and minimising disadvantages suffered by people due to their protected characteristics.
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The school committee feel that:

- As students of Millfield School, we take equality extremely seriously.
- In school, everyone should be treated equally, regardless of their sex, gender, appearance, religion, sexuality, disability or ethnicity.
- Everyone is entitled to be treated with respect.
- Every student and staff member has the responsibility to ensure that these high standards are upheld.
- Individual opinions, beliefs and life choices should be respected, tolerated and no person should be treated differently because of these.
- Every student and member of staff has the right to free speech.
- Personal boundaries and abilities should be taken into consideration during every minute of every day.
- We need to treat others in the same manner as we would like to be treated ourselves.
- We believe in respect, tolerance, individuality, equality.

Reviewed June 2026

JCF

School context updated June 2026

to be reviewed July 2027

The vision is for the school to **Be Exceptional** in everything we do: curriculum; teaching; learning; challenge; behaviour for learning; progress and attendance, to ensure our students leave us as well-rounded individuals, equipped for the next stage of their journey. We aim to **Create Bright Futures** for all our students.

1. School in Context (as of May census 2026)

- Millfield is made up of 406 girls 459 boys
- The ethnic makeup of the school is predominantly white British.
- The school governing body is made up of predominantly white British.
- The school staff and is predominantly white British.
- The linguistic profile of the school in predominantly English first language speakers with 10 EAL
- The school currently has 17 SEND students on E band (2 % of the school population) and 114 on K band (13% of the school population).
- The school currently has 68 students with a known physical disability (visible or hidden).
- The school currently has 6 members of staff and governors with a known disability.
- The school currently has 16 looked after children.

1. Legislation and Guidance

This document refers to the following legislation:

The **Equality Act 2010**, which introduced the public sector equality duty and protects people from discrimination.

The **characteristics** that are protected by the Equality Act 2010 are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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.

2. Roles and Responsibilities

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The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including staff, students and parents, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a day-to-day basis to a named senior leader – Ms J Fenton-Jones.

The governing body will:

- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed.
- Ensure they are familiar with the legislation referred to in this document.
- Attend any appropriate equality and diversity training.
- Report back to the full governing body regarding any issues.

The named senior leader will:

- Promote knowledge and understanding of the equality objectives amongst staff and students.
- Monitor success in achieving the objectives and report back to governors.

All staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8. All staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good awareness of equalities issues.

All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour.

We will take steps to ensure all visitors to the school adhere to our commitment to equality.

3. Eliminating Discrimination

At Millfield School, we recognise that all members of the school and the wider community are of equal value. 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.

The Headteacher / named senior leader is responsible for monitoring equality issues, aided by our equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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4. Advancing Equality of Opportunity

At Millfield we aim to advance equality of opportunity by:

- removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. students and staff with disabilities, LGBTQ+ members of the school community who may be subjected to homophobic bullying);
- taking steps to meet the needs of people who have a particular characteristic;
- encouraging people who have a particular characteristic to participate the full range of clubs and extracurricular activities.

In order to meet their equality objectives, the school will:

- ensure that all students have access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the school will take every opportunity to advance and promote equality.
- equality and diversity will be integrated into the learning experience and will be evident in curriculum planning, developing schemes of learning and delivering teaching, learning and assessment.
- have a clearly defined disciplinary system which is consistently enforced.
- increase physical and other forms of access for students who have disabilities or other special needs to the school curriculum and take necessary steps to meet students' needs by using a variety of approaches and planning reasonable adjustments, enabling students to take as full a part as possible in school activities and extracurricular activities.
- seek the views of advisory staff, outside agencies, and local schools as appropriate.
- plan ongoing events and activities to raise awareness of equality and diversity.
- publish attainment data each academic year showing how students with different characteristics are performing (individuals should not be able to be identified through this data).
- analyse the data to determine strengths and areas for development and implement actions in response and publish this data on the school website.
- make evidence available identifying improvements for specific groups.

5. Fostering Good Relations

As a school we believe that we should treat each other with care, respect and kindness, and that strong positive relationships make a great school where every member of the team feels supported and can excel. At Millfield we aim 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 different aspects of our curriculum including but not limited to RE, CPSHE, and English
- holding assemblies dealing with relevant issues. These assemblies may be led by senior leaders and other teaching staff, members of the school council and by external speakers, where appropriate.
- working with our local community, for example promoting and supporting the work done by Brian House and other charities through the House System.

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- encouraging and implementing initiatives to support students with protected characteristics.
- developing links with people and groups who have specialist knowledge about characteristics which helps to inform and develop our approach e.g. children and family wellbeing service and UR Potential.

6. Equal Opportunities for staff

- We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
- All staff appointments and promotions are made based on merit and ability and in compliance with the law. We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. We respect the religious beliefs and practice of all staff, students, and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

7. Publicising the Policy and Plan

At Millfield we are committed to equality for students and staff. To promote this, we will:

- undertake training with teachers and staff so that they understand their responsibilities regarding equality.
- publish our policy on the school website.
- promote equality and diversity through the Millfield Messenger.

8. Equality Objectives for the period 2026-27

Objective 1 – To continue to improve outcomes for all students, including those with protected characteristics, so that they make progress at least in line with expectations based on their prior attainment and ability by offering appropriate and timely intervention and support.

Objective 2 – To undertake data analysis of vulnerable groups, noting changes from the previous collated data, investigate any areas of concern, and report the outcome to the Equalities governor.

Objective 3 – To continue to enable all students, including those in groups with protected characteristics, to make a positive contribution to school life by ensuring that trips and extracurricular activities are accessible to all students.

Objective 4 – To sharpen representation and diversity in curriculum areas.

Objective 5 – To develop students' understanding of the Protected Characteristics.

Objective 6 – To sharpen student leadership in Equality and Inclusion through the Equality Ambassadors.

9. Monitoring Arrangements

We will review and update the equality information we publish at least each year to demonstrate how we are meeting the aims of the public sector equality duty and to evidence progress made towards our equality objectives. Our objectives will be drawn up and published at least every four years.

10. Considering Equalities in decision making

Millfield ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis. We will keep a written record to show we have considered equality issues and asked relevant questions about the impact of our decisions on different groups in the school community.