



Equality Statement Policy: Equality Objectives 2026–2028

Policy Review Schedule

Date Policy Agreed by Governing Body	Date Policy Agreed by SLT	Review Cycle	Date for Review
20/05/2026	20/05/2026	Two Years	June 2028

Signed by Chair of Management Committee :

Joseph Turner-Wing

Signed by Headteacher:

Alan Fairnie and Amanda Steenkamp



Equality Statement Policy

Introduction

Newhaven School is a local authority secondary special school for pupils aged 11–19 with a range of needs that may have prevented successful engagement in mainstream education, including Social, Emotional and Mental Health (SEMH) needs, Autism Spectrum Condition (ASC), behavioural needs, and other health-related needs. Pupils attending the school are resident within the Royal Borough of Greenwich and neighbouring local authorities.

This statement applies to all pupils, staff, governors, parents/carers, contractors, volunteers and visitors. Newhaven School is committed to promoting equality, diversity, inclusion and belonging in all aspects of school life, both as an employer and as an education provider.

The school recognises its responsibilities under:

- The Equality Act 2010
- The Public Sector Equality Duty (PSED)
- The Human Rights Act 1998
- The Children and Families Act 2014
- The SEND Code of Practice (2015)
- Keeping Children Safe in Education (KCSIE) 2025
- The Prevent Duty
- The Relationships, Sex and Health Education (RSHE) statutory guidance
- The UK General Data Protection Regulation (UK GDPR)

Newhaven School is committed to ensuring that all members of the school community are treated with dignity, fairness and respect, and that discrimination, harassment, victimisation or prejudice are not tolerated.

Public Sector Equality Duty

Under the Equality Act 2010, schools must have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not



- Foster good relations between people who share a protected characteristic and those who do not

Protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality Information

School Context

- Number of pupils on roll: 221
- Age range: 11–19

Information on Pupils

In order to ensure that all pupils are protected from discrimination and able to access education equitably, the school gathers and analyses information relating to protected characteristics and additional vulnerable groups.

Additional Groups Monitored

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs and Disabilities (SEND)
- Pupils with traumatic life experiences and adverse childhood experiences (ACEs)
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked After Children (LAC) and previously looked after children
- Pupils eligible for Pupil Premium funding
- Pupils with Education, Health and Care Plans (EHCPs)

The school reviews this information regularly to identify trends, barriers to participation and any disproportionality in outcomes, attendance, behaviour, exclusions or safeguarding concerns.



Equality Aims

Newhaven School aims to ensure that:

- Everyone is treated fairly, respectfully and with dignity
- School approaches are trauma-informed, relational and inclusive
- Differences are recognised, valued and celebrated
- Equality of opportunity is embedded across teaching, learning and school life
- Diversity is reflected positively within the curriculum and wider school environment
- Students are prepared for life in modern Britain through the promotion of mutual respect, tolerance and understanding
- Pupils feel safe to express their identity and beliefs without fear of prejudice or discrimination
- Staff, students and families are consulted and listened to through meaningful participation

The school recognises that treating people equally does not always mean treating everyone the same. Appropriate reasonable adjustments and targeted support will be provided where required.

Eliminating Discrimination

Newhaven School demonstrates due regard to equality by:

- Maintaining a safe, welcoming and inclusive learning environment
- Ensuring the curriculum reflects diversity, representation and protected characteristics
- Challenging stereotypes, discriminatory language and prejudice-based behaviour
- Delivering high-quality teaching that meets diverse learning needs
- Providing appropriately differentiated learning and personalised support
- Embedding anti-bullying, safeguarding and equality education throughout the curriculum
- Responding robustly to racist, sexist, homophobic, transphobic, disablist and all other prejudice-related incidents
- Monitoring attendance, attainment, behaviour, exclusions and safeguarding trends across groups
- Ensuring all pupils can access enrichment opportunities and extra-curricular provision
- Supporting pupils with SEND, SEMH and additional vulnerabilities through appropriate interventions
- Ensuring safeguarding staff are trained to identify risks including radicalisation, exploitation and harmful behaviours
- Listening to student, staff and parent/carer voice through surveys, reviews and consultation
- Promoting restorative and relational approaches to behaviour and conflict resolution

The school acknowledges updated expectations under Keeping Children Safe in Education regarding:

- Sexual violence and sexual harassment
- Online safety and harmful online content



- Peer-on-peer abuse
- Misogyny and discriminatory language
- Mental health and wellbeing
- Child-on-child abuse linked to protected characteristics

Advancing Equality of Opportunity

Newhaven School advances equality of opportunity by:

- Reviewing curriculum planning and sequencing to ensure accessibility for all learners
- Identifying underachievement and implementing targeted intervention
- Ensuring CEIAG and transition planning support positive post-16 and post-19 destinations
- Removing barriers to participation and achievement
- Promoting cultural capital and wider life experiences
- Supporting parental engagement and participation
- Ensuring recruitment, promotion and employment procedures are fair and transparent
- Providing reasonable adjustments for disabled pupils, staff and visitors
- Ensuring staff receive regular equality, safeguarding and inclusion training

Fostering Good Relations

Newhaven School fosters good relations by:

- Promoting respect, empathy and understanding across the school community
- Encouraging discussion and learning about identity, equality and diversity
- Celebrating different cultures, faiths, backgrounds and experiences
- Challenging discriminatory attitudes and language
- Supporting pupils to understand protected characteristics and British values
- Ensuring behaviour systems promote inclusion, accountability and restorative practice
- Maintaining a school culture where all members of the community feel valued and heard

Staff Recruitment, Training and Development

Newhaven School is committed to equality and diversity in employment practices and will:

- Recruit and retain staff fairly and transparently
- Seek to develop a workforce reflective of the wider community
- Ensure recruitment and selection procedures are free from discrimination and bias
- Make reasonable adjustments for disabled applicants and employees
- Provide staff with access to training, development and career progression



- Maintain clear disciplinary, grievance and whistleblowing procedures
- Ensure all staff receive safeguarding, equality and inclusion training
- Promote staff wellbeing and psychological safety
- Ensure equality monitoring informs workforce planning and development

The school will not tolerate discriminatory behaviour from staff, pupils, parents/carers, contractors or visitors.

Equality Objectives 2026–2028

1. Continue to refine curriculum planning and sequencing to ensure progression, accessibility and ambitious outcomes for all learners, including preparation for employment, education and training (EET).
2. Further develop curriculum representation to ensure diversity, inclusion and protected characteristics are meaningfully reflected across subjects and enrichment opportunities.
3. Embed trauma-informed and relational practice consistently across the school to reduce exclusions, incidents of dysregulation and restrictive practices.
4. Monitor and analyse incidents relating to bullying, prejudice, discrimination, sexual harassment and harmful behaviour to inform curriculum and pastoral interventions.
5. Reduce equality-based behavioural incidents, including racist, sexist, homophobic and transphobic incidents, through proactive education and pastoral support.
6. Deliver targeted CPD to ensure staff and leaders have the skills and knowledge to meet the diverse needs of pupils and uphold equality responsibilities effectively.
7. Monitor recruitment, retention and employment data to identify under-representation and promote equality in workforce development.
8. Ensure governors and leaders regularly review school systems, policies and procedures to identify and address institutional bias or barriers to inclusion.
9. Continue to strengthen pupil voice, parent/carer engagement and stakeholder consultation to support inclusive school improvement.
10. Ensure online safety, digital literacy and safeguarding education promote equality, respect and protection from discriminatory harm.

Implementation

Equality, diversity and inclusion will form an integral part of:

- Staff induction
- Safeguarding training
- Curriculum development
- Policy review
- School improvement planning



- Professional development
- Leadership monitoring and evaluation

The school will regularly review equality information, pupil outcomes and stakeholder feedback to assess the effectiveness of this policy

Responsibility for Implementation

The Headteacher and the Management Committee hold overall responsibility for implementing and monitoring this policy.

All staff are responsible for:

- Promoting equality and inclusion
- Challenging discrimination and prejudice
- Modelling respectful behaviour
- Supporting inclusive practice
- Upholding safeguarding responsibilities

To ensure this policy remains effective, Newhaven School will:

- Promote the policy through established communication systems
- Review procedures and practices regularly
- Monitor equality-related data and incidents
- Take appropriate action where breaches occur
- Provide ongoing guidance and training for staff and leaders
- Ensure equality considerations inform decision-making across the school

Monitoring and Review

This policy will be reviewed every two years or sooner where required by changes in legislation, statutory guidance or school context.

Next Review Date: June 2028