

Dartford Grammar School for Girls

EQUALITY OBJECTIVES September 2026- August 2031 Including Public Sector Equality Duty

1. VISION STATEMENT

At Dartford Grammar School for Girls, our vision for the whole school community is
“Working together to achieve academic excellence and personal potential”.

2. VALUES

The principal values of our school community are:

Respect Responsibility Integrity Excellence Dedication Creativity

3. AIMS

Dartford Grammar School for Girls has provided first rate education for able students since 1904. As we embrace the ever-changing opportunities and challenges of the 21st century, we will continue to uphold the traditions, values and high expectations of an exceptional grammar school within an innovative, creative and progressive framework.

At Dartford Grammar School for Girls we therefore aim to:

- a) Provide students with every opportunity to flourish academically and develop their skills and talents as individuals with integrity
- b) Challenge, inspire and stimulate the minds of our students through excellent teaching, diverse learning opportunities, and a rich, balanced curriculum
- c) Offer an extensive extra-curricular programme that enriches and extends the curriculum, encouraging students to explore and develop their personal interests and creativity
- d) Be a vibrant, safe and happy school, with a strong sense of community, respect and responsibility to both ourselves and others
- e) Tailor personalised and specialist support and guidance to meet the needs of learners, promoting dedication and helping each student to reach their potential
- f) Work in close partnership with parents/carers and members of the wider community to provide the best possible education for our students to aspire for excellence

4. PURPOSE OF THE EQUALITY OBJECTIVES

- a) We recognise our duty and responsibility to establish equality for all students, staff, other members of the school community and service users, in accordance with the Equality Act 2010, regardless of their race, ethnicity, gender reassignment, disability, sexual orientation, sex, age, religion, beliefs, marriage or civil partnership (employment only) as defined within existing equalities legislation.
- b) The purpose of our **Equality Objectives** is to fulfil the duties to promote equality for members of all these groups, and embed fairness and equality at the heart of our school community and in all aspects of our **policies, procedures and practices**

Dartford Grammar School for Girls

(PPPs). We recognise within this Scheme the inequality linked to poverty, socioeconomic factors and parental educational background.

The Equality Objectives bring together the school's responsibilities under the Equality Act 2010, including the Public Sector Equality Duty (PSED). They set out how the school will have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who show a protected characteristic and those who do not; and
- foster good relation between people who share a protected characteristic and those who do not.

Through our vision, strategy and practice, the school will promote equality of opportunity and seek to remove or reduce disadvantage, address inequalities and foster an inclusive environment for all members of the school community.

The school will also work to prevent and address bullying, harassment and discriminatory behaviour, including behaviour related to protected characteristics. Incidents will be appropriately recorded and dealt with in accordance with the school's relevant procedures with information reported to the board of trustees, local authority or other relevant bodies where required.

In addition, our Equality Objectives ensure that we meet the **specific duties** in place to address specific inequalities in society:

- promote positive attitudes towards disabled people;
- encourage people with protected characteristics to participate in public life and other activities
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- involve disabled people in the development and review of our scheme
- take positive action to meet needs, even if this requires more favourable treatment of disabled people;
- ensuring equality of opportunity between people who share a protected characteristic and those who do not
- promote good relations between people who share a protected characteristic, including race and those who do not;
- undertake equality impact assessments of all our policies (as a minimum considering race, gender and disability);
- provide effective and accessible consultation and engagement mechanisms to promote equality and eliminate discrimination
- ensure equality of opportunity for underrepresented and/or disadvantaged groups.

Dartford Grammar School for Girls

5. OUR EQUALITY OBJECTIVES ARE:

Our school community

We will implement our Equality Objectives by:

- promoting positive attitudes toward diversity;
- narrowing the achievement gap between different subjects in the school and different groups of students;
- being vigilant to deter any bullying based on race, religion, age, gender, disability, sexuality or poverty, including the use of homophobic, sexist and racist language;
- challenging stereotypes, including but not limited to, race and gender stereotypes.
- Facilitating the involvement of all students in extra-curricular activities including residential trips
- Aiming to continue to improve accessibility for students, staff and visitors with disabilities

Our wider community

- improving the involvement of children and young people, parents and carers from vulnerable groups;
- improving access to information e.g. translation and interpretation to inform and engage parents/carers for whom English is an Additional Language

6. RESPONSIBILITIES

Board of Trustees

The board of Trustees has a duty to promote equality of opportunity and eliminate discrimination. Functionally, the board of Trustees discharges this responsibility through the Senior Leadership Team (SLT).

Senior Leadership Team (SLT)

The Senior Leadership Team (SLT) promotes equality and eliminates discrimination by:

- raising awareness of all the duties within the whole school community;
- referring to relevant and up-to-date documentation, including from the Equality and Human Rights Commission (EHRC);
- referring to the Public sector equality duty
- referring to and ensuring understanding of the Equality Act 2010 and the protected characteristics listed:
- ensuring that action plans are developed and implemented across all relevant equality strands, meeting the specific requirements relating to protected characteristics and addressing identified inequalities, disadvantage and barriers to equality of opportunity;
- ensuring that the principles of relevance, proportionality and reasonable action are applied appropriately;
- providing appropriate training for staff, board of Trustees and other members of the school community;
- Monitor the outcomes and impact of policies, procedures and practice on all groups, and respond with appropriate actions;
- In the event of expectations not being met, ensuring action is taken in accordance with the status of those involved.

Dartford Grammar School for Girls

All Members of the School Community

The school regards equality for all as a responsibility for all. All members of our community (staff, contractors, volunteers, children and young people etc.) contribute to ensuring that our school is a fair, just and cohesive community by:

- raising issues with line managers which have an impact or potential impact on the school's PPPs;
- maintaining an awareness of, and professional interest in, the school's current EQs and the PPPs to which they relate;
- implementing PPPs in accordance with agreed protocols and standards;
- behaving with respect and fairness to all members of the school community.