

The Children's Hospital School at GOSH & UCH: Equality Objectives October 2023 – October 2027

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence inclusive of observations and daily interactions with pupils and our the 7 Key Principles upon which our school approaches equality. The school's Equality Objectives should be read in conjunction with the Accessibility Policy and the Equality and Diversity Policy.

Our equality objectives focus on specific areas where we have agreed to take action in order to improve equality and tackle disadvantages or preconceived ideas. **Equality objectives can relate to any of the 3 aims of the PSED, which are:**

- Eliminating discrimination and other conduct prohibited by the Equality Act 2010
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who do share a protected characteristic and people who do not

Our current equality objectives, as agreed with the Governing Body are:

1. *To support staff in understanding of the full range of Neurodiversity, what that means for individual learners and how to achieve meaningful inclusive practice*
2. *To continue to improve accessibility across the school site for students, staff and visitors with disabilities*
3. *To review and evaluate our absence management and recruitment processes to identify and address any areas possible indicators of bias*