



Equality Statement

REACH School is committed to meeting the general equality duty under the Equality Act 2010.

REACH School has due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between and within groups of learners with different needs and backgrounds
- Foster good relations across groups of learners

We recognise that meeting these three requirements contributes greatly to achieving outstanding progress and attainment because achievement of these aims will enable students to work in an ethos and atmosphere of dignity and fairness where they are supported to develop themselves, secure in the knowledge that differences are respected.

Staff actively encourage students to become independent learners and take responsibility for their actions, which will help develop the skills required to become an active citizen.

REACH School is located in Kings Heath, Birmingham. The school building was developed in 2013 and hosts a renovated purpose-built facility that has been converted for educational purposes. REACH is a mixed (13-16) alternative provision school that works with complex young people from across the region who exhibit a wide range of individual needs local mainstream schools are unable to address effectively.

Students are referred to the school because traditional educational establishments have not worked for them therefore preventing them from realising their full potential. Students are able to access qualifications from Entry Level 1 through to GCSE with the majority of students leaving us with at least 6 GCSE's.

We aim to meet the needs of all our students through our varied, balanced, engaging curriculum and through the pastoral care, guidance and support we provide to ensure the Equality Duty 2010 is achieved. We have set our Equality Objectives in response to the student profile of the school and we monitor our performance against these objectives on a regular basis.

Equality Objectives:

- To conduct an annual end of key stage analysis of student progress and attainment in order to identify different groups of students who appear to be making less than expected progress
- To promote the recognition and acceptance of all people regardless of: age, disability, sex, gender reassignment, sexual orientation, marriage, civil partnership, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief
- To develop staff understanding of the needs of the students at REACH in order to develop appropriate strategies within all lessons
- To plan all enrichment activities to ensure they are accessible to all students and develop cultural capital
- To conduct all off site activities in an inclusive environment
- To ensure that classrooms and social spaces are optimally organised to promote the participation and independence of all students
- To ensure incidents of untoward and aggressive behaviour and disruption to learning are addressed promptly, effectively and are recorded
- To ensure all forms of bullying are addressed promptly and are recorded
- To provide training for all professional teams in raising awareness of disability issues
- To ensure students become active participants in their learning programme and are able to feedback on their enjoyment
- To give families the opportunity to meet with staff so that there is an open line of communication at all times.