QUEEN'S CROFT
INSPIRING GREATNESS

Primitas Learning Partnership
Consultation Collaboration Support

Queen's Croft High School Equalities Statement

Introduction

At Queen's Croft High School, part of the Primitas Learning Partnership, we are committed to promoting equality of opportunity and fostering an inclusive environment in which diversity is valued and celebrated.

We fully adhere to the principles set out in the Equality Act 2010 and the Public Sector Equality Duty (PSED), which require all public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and any other conduct prohibited by the Act.
- 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

We give due regard to the nine protected characteristics as outlined in the Equality Act 2010: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

No member of our community will be discriminated against, harassed, or receive less favourable treatment on these grounds.

Our Commitment

- Embrace diversity as a strength and promote mutual respect across the school community.
- Recognise and address the needs of vulnerable groups by making reasonable adjustments wherever practicable.
- Promote equality of opportunity and remove barriers to learning, participation, and success.
- Celebrate difference and ensure that all pupils and staff feel safe, respected, and valued.

Equality Objectives (2024–2028)

- Trust Objective 1: To monitor pupils' academic progress, attendance, and behaviour so that appropriate interventions can be actioned to prevent under-performance by any vulnerable group.

Queen's Croft Sub-objectives:

• Improve attendance for pupils with medical or anxiety-related needs through personalised attendance planning and multi-agency collaboration.

• Narrow progress gaps in core subjects for pupils eligible for Pupil Premium and those with complex communication needs by embedding adaptive teaching and evidence-based interventions.

• Ensure equal access to enrichment e.g. Forest School, Music in Motion, and community opportunities for all pupils, tracking participation by key groups.

• Strengthen pupil voice for those with limited or alternative communication through use of AAC, signing, and structured feedback activities.

• Use termly data reviews to identify trends in behaviour or exclusion data by protected characteristic and act swiftly to remove barriers.

- Trust Objective 2: To monitor and analyse recruitment, promotion, assessment, pay, terms and conditions of employment, redundancy and disciplinary by protected characteristics (where data is available), and to act on any trends or patterns in the data that require action to close gaps.

Queen's Croft Sub-objectives:

• Increase representation of male staff and staff from minority ethnic backgrounds across teaching and support roles to better reflect our community.

• Review recruitment and advertising approaches to ensure accessibility and inclusivity, using anonymised shortlisting where appropriate.

• Ensure all new staff receive training on equality, diversity, and inclusion, including SEND and reasonable adjustments.

• Audit staff confidence in promoting equality through annual surveys and use findings to shape CPD.

• Monitor flexible-working requests and part-time arrangements to ensure parity of opportunity and transparency in decision-making.

Monitoring and Review

Progress will be:

- Reviewed termly by the Senior Leadership Team.
- Reported annually to Governors and to the Primitas Learning Partnership Trust Board.
- Updated and republished each year on the school website.
- Formally reviewed in full every four years (next review due Autumn 2028).

Linked Policies - https://www.queenscroft.staffs.sch.uk/Policies/

- Primitas Learning Partnership Equalities Policy
- Accessibility Plan
- Safeguarding Policy
- Behaviour and Anti-Bullying Policy
- SEND Policy
- Admissions Policy
- Staff Code of Conduct

Adopted: October 2025
Review Date: October 2026

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