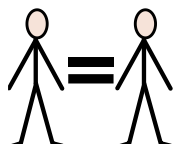


## Equality at Creating Tomorrow College 2021-24



### What is the Equality Act 2010?

A law that protects people from discrimination.  
It replaces all previous laws including the Disability Discrimination Act, Race Relations Act and many others

### Why change?

Having one law on Equality helps people to **better Understand** theirs' and other people's rights, and how They should expect to be treated.



### What is Equality?



It doesn't mean treating everyone the same; it Means treating people **fairly**, with **respect**, Having regard for their **rights and wishes**. Sometimes this means giving people **extra help** So they have the same chance



#### Our Vision:

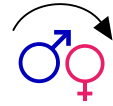
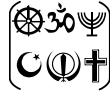
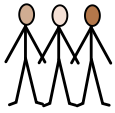
**Our students will be the preferred candidates for their chosen job role  
and**

**Employers will actively seek us out to meet their workforce needs**

#### Our Values

At Creating Tomorrow College, we support the vision through

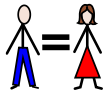
**DETERMINATION – ASPIRATION– RESPONSIBILITY - EMPATHY**



## Protected Characteristics

The Equality Act protects the same groups of people that were covered by previous legislation, but these groups are now referred to as 'protected characteristics'

The following is a list of the protected characteristics covered by colleges:



Disability

Gender Reassignment



Pregnancy and Maternity

Race

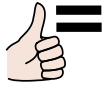
Religion or Belief

Sex

Sexual orientation



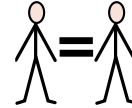
## What will we do?



Ensure everyone is treated everyone Fairly

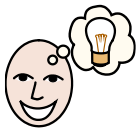


Help everyone to communicate openly and clearly,  
Without prejudice



Give  
Equality of Opportunity

## What can you do?

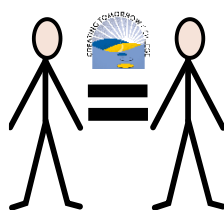


Inform the college if there is anything we can do  
Help to identify barriers  
Help the college to meet its aims



## If you have an issue or concern

Please speak to us first, if you are still unhappy you must follow the schools complaints process in the first instance – contact the school for further information (01327 703135)



## Equality at Creating Tomorrow College

The law requires us to:

- Publish equality information – to demonstrate compliance with the general duty across its functions\*

### Religion

Christian	18
Muslim	1
Other Religion	1
No Religion	7
Refused	0
Information not given	140

### Ethnicity

Asian and any other Asian background	12
Bangladeshi	2
Black and any other Black background	0
Other Black African	4
Gypsy / Roma	0
White British	116
Other ethnic group	1
White and Black Caribbean	1
Any other mixed background	4
Any other White background	11
Information not given	16

### SEN Status

Total EHCPs / Statements	167
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### Gender

Girls	47
Boys	120

### Special Education Needs

Severe Learning Needs	30
Moderate Learning Needs	17

These numbers do not equal total number of pupils as pupils have a multiplicity of additional needs

### Additional Needs

Speech & Language / Communication	62
Autistic Spectrum disorder / Condition	87
Social Emotional & Mental Health	23
Physical Difficulties	14
Visual Impairment	2
Hearing Impairment	6
Specific Learning Difficulties	11
ADHD	0
Other	23

**The college does not collect information regarding gender reassignment or sexual identity.**

## **Analysis of data**

As part of the college cycle of monitoring of performance there is detailed analysis of the data of individual and groups of individual. This information is available on the school website, or if you would like to discuss this information further please contact the school to make an appointment with the head of school.

As part of the school's monitoring cycle, and for Equality Duty we monitor:

Attendance	Progression
Behaviour	Targets
Exclusions	Prejudice related incidents

Data suggests that **no groups** of pupils are disadvantaged at Daventry Hill School.

## **2021-24 Equality Duty Objectives**

Under the Equality Act we are expected to set objectives every 2 years, based on the information we have gathered

Areas that Public Sector Equality Duty should help to address:

Attainment – all students to make progress against EHCP objectives

Attendance – to support all students to achieve high attendance post covid19.

Bullying – to ensure that all students feel safe and are able to raise concerns with an appropriate adult

Improving careers and progression and transition – to ensure that all students achieve successful transition into adulthood through access to quality careers advice, guidance and experiences