

# **TURNSTONE HOUSE**

## **Equalities Information and Equality Objectives**

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**SPECIALIST EDUCATION SERVICES**

*SES Turnstone House Ltd (7972485) is a subsidiary company of  
Specialist Education Services Holdings Ltd (7970185)*

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This document is meant to be clear and simple, and is in line with DfE Non-Statutory Guidance issue in May 2014, “The Equality Act 2010 and Schools: Departmental advice for school leaders, school staff, governing bodies and local authorities”

It must be read in conjunction with the SES Equality and Diversity Policy and Practice document.

# 1 **INTRODUCTION**

The **Public Sector Equality Duty** requires us to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

## **Protected Characteristics – school must take into account when publishing information**

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

## **General Duties**

The three aims of the Public Sector Equality Duty (PESD) are to:

- Eliminate unlawful discrimination, harassment and victimisation and 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.

## **Specific Duties**

Publish information to demonstrate how we are complying with the PESD

## **Equality Objectives**

To prepare and publish equality objectives.

Much of the information and analysis will relate to the school improvement plan, evaluations and student data – this information is used to improve education for all children and young people in the school.

## 2 **EQUALITIES INFORMATION (At the time of publication)**

### 2.1 AGE

Age	10yrs	12yrs	13yrs	14 yrs	16 yrs	18Yrs
No. of young people	1	1	2	1	1	1

### 2.2 DISABILITY

All children and young people have statements of special educational needs or Educational, Health and Care Plans, primarily defined as complex social, emotional and mental health difficulties. There may well be other diagnosed learning needs as secondary components of the statement / EHCP for individual students.

### 2.3 GENDER

Male	2
Female	5

### 2.4 ETHNICITY

Type	White British
No. of young people	7

### 2.5 RELIGION AND BELIEF

Type	Christian - CoE
No. of young people	7

## 2.6 SEXUAL ORIENTATION

No data is collected or held by the school about the sexual orientation of students or staff, unless specifically requested.

## 2.7 GENDER REASSIGNMENT

No data is collected or held by the school about gender reassignment in the student population, unless specifically requested.

## 2.8 EQUAL OPPORTUNITY INCIDENTS

The school records and acts upon all incidents that contravene its Equal Opportunity Policy.

There has been one racist incident on February 7<sup>th</sup> 2017. This led to a personalised response and related to a verbal outburst during a physical intervention. The incident resulted in utilisation of the Youth Offending Team (YOT), who were already involved with the young person, to support development of their understanding of racism. As a result of this, there has been no further incident of racism this year at Turnstone House.

There has been one bullying concern form (dated 15<sup>th</sup> March 2017). This was considered at a management meeting, and the decision was made to keep a log of any disputes between the particular individual and other young people. On implementation of the log, it was apparent that the female cohort of young people needed support in managing their relationships. This was then discussed in the care team meeting and strategies to support all young people were implemented. Relationships in the community was also a topic addressed in a community meeting. There have been no further concerns raised in relation to bullying at Turnstone House.

## 3 **OBJECTIVES**

We believe that the PESD aims restated below are synonymous with our wider aims and objectives, which underpin our annual detailed development planning and the construction of the Turnstone House Development Plan.

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people
- Foster good relations between people

Each year at the revision of the previous development plan a thorough evaluation is completed. This evidence and analysis helps determine subsequent planning and hence how we decide on objectives for the following year.

Please read the Turnstone House Development Plan 2017 to 2019.

## **4**     **PUBLICATION**

Key documentation (hard copies) are made available to parents/carers, social workers and local authority representatives as part of the admission process for a child. These will always be renewed upon request or when there is a change of social worker. Access to other documents is available by application to the office during the normal working day.

Virtually all our documentation is available as a download from our website.

We are particularly required to bring the availability of certain documentation to your notice:

- 1       Particulars of the curriculum  
        General Curriculum Statement  
        Subject Policy and Practice Documents
  
- 2       Policies relating to:  
        Admissions  
        Bullying  
        Safeguarding  
        Health and Safety  
        Promotion of Good Behaviour and Sanctions  
        Equality and Diversity  
        Equalities Information and Objectives  
        Complaints procedures and data

The list of our documentation is a lengthy one. In an organisation as complex as SES and with the demands of external scrutiny and regulatory guidance it is of no surprise that we hold over 60 policy, practice and procedural documents. These are, on the whole, written for a professional audience. Where accessibility issues arise whether that is for a young person or adult we will take time to explain and clarify their contents. Should it be necessary we will create a bespoke simplified written version.

Should you have concerns or enquiries about any aspect of our policy and practice please contact the Principal, who will provide you with the appropriate documents and/or discuss any feature of them with you.

## **5**     **REVIEW**

Progress with the Equality Objectives will be evaluated annually and objectives reviewed as part of the Turnstone House Development Plan.