



CANNOCK CHASE HIGH SCHOOL

A C H I E V E M E N T F O R A L L

EQUALITY WITHIN CANNOCK CHASE HIGH SCHOOL

We welcome our public sector duty under the Equality Act 2010 to publish equality objectives and information. The aim for this is to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations between people who share a protected characteristic and people who do not share it.

In all our activities we act in accordance with the Equality Act and our Equality Policy which can be found in the policies section on the school website.

At Cannock Chase High School, we are proud to be part of Team CCHS, a community that strives for personal best and collective success. Our commitment to equality and inclusion underpins everything we do, ensuring that every student can learn, achieve and thrive in a safe, respectful and supportive environment.

Public Sector Equality Duty (PSED)

Under the Equality Act 2010, all schools are required to have due regard to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people of different backgrounds.

CCHS fulfils this duty by ensuring that equality is at the heart of our policies, practices and decision-making.

Our School Context

Cannock Chase High School serves a diverse and vibrant community. Our students come from a range of social, cultural and ethnic backgrounds and bring with them a wealth of experiences and perspectives that enrich school life.

- A significant proportion of our students are eligible for pupil premium funding, and we target this carefully to remove barriers and support progress.

- We have a growing number of students with identified special educational needs and disabilities (SEND), and our inclusive provision ensures that all learners can access a curriculum that is ambitious, supportive and appropriate to their needs.
- Our staff are experienced and committed to the values of inclusion, equality and fairness that define Team CCHS.

How We Promote Equality

Equality and inclusion are embedded across school life through:

- regular monitoring of academic progress, attendance, behaviour and participation by key student groups;
- early identification of barriers to learning and tailored interventions to support individual needs;
- a curriculum and wider programme that celebrate diversity, promote understanding and challenge discrimination;
- ongoing staff training to ensure awareness of equality legislation and inclusive classroom practice;
- recruitment and employment practices that promote fairness and equal opportunity for all;
- a strong pastoral structure and culture of care that ensure every student feels valued, safe and able to succeed.

Equality Objectives 2024–2028

1. Reduce attainment and progress gaps for key groups of students, including those with SEND and those eligible for pupil premium.
2. Strengthen the culture of belonging and respect across Team CCHS through the curriculum, assemblies and student leadership activities.
3. Increase participation and representation of under-represented groups in enrichment, student leadership and community events.
4. Ensure equality and inclusion underpin professional development, with regular staff training on inclusive teaching and understanding of protected characteristics.

Monitoring and Review

We publish equality information annually and review our equality objectives at least every four years. Progress towards our objectives is reported to governors and informs our ongoing self-evaluation and school improvement work.

Through these actions, we continue to build a school community where every student and member of staff is known, valued and supported to achieve their personal best.

Implementation date:	Last review date:	Next Review date:	Statutory Policy:
March 2023	October 2025	October 2026	Yes