

# **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 Topco Ltd (13159680)*

## CONTENTS

- 1 INTRODUCTION
- 2 EQUALITIES INFORMATION
  - 2.1 Age
  - 2.2 Disability
  - 2.3 Gender
  - 2.4 Ethnicity
  - 2.5 Religion And Belief
  - 2.6 Sexual Orientation
  - 2.7 Gender Reassignment
  - 2.8 Equal Opportunity Incidents
- 3 OBJECTIVES
- 4 PUBLICATION
- 5 REVIEW

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.

## **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 (PSED) 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 PSED

### **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	15 Yrs	18Yrs
No. of young people	1	4	1	1

### **2.2 DISABILITY**

All children and young people have 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 EHCP for individual students.

### **2.3 GENDER**

Male	5
Female	2

### **2.4 ETHNICITY**

Type	White British	Afghan	Mixed – Arab and European
No. of young people	5	1	1

Type	None	Muslim	Muslim / Catholic background
No. of young people	5	1	1

### **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 have been 3 racist incidents between 1.11.22 and 31.12.23.

On the 21 June 2023, a young person made a racist comment towards an adult that works in the House. The young person was becoming increasingly dysregulated when it was suggested he went to do the breakfast shopping with an adult from the house. He decided to then go to the DHofEd room and place a chair behind the door and shouted 'I am not going with that Punjab', this was said repeatedly. Following this incident the young person had a bespoke session delivered to them in the Learning Centre that looked at race and racism. The young person was then able to give some insight and understanding into why they were unpleasant. This was also discussed at a management meeting when the racist incident was considered.

On the 26 September 2023, there was a racist incident comment towards an adult, from a young person. This incident was managed through the restorative process with two other members of the house leading the restorative meeting, there was no further action taken.

On 14 November 2023, there was a racist comment that was peer to peer between young people. The previous day one of the young people had been talking about the KKK, and then threatened the other young person, saying that they 'wanted the KKK to kill him because you are black'; they also used the 'n' word. This incident was discussed, restorative work was completed to support the relationship between the two young people but to also to go through and understand racism.

There have been 3 bullying incidents involving different young people between 1.11.22 and 31.12.23.

On 2 February 2023 there was an incident where there were three young people being physically and verbally abusive towards another young person, this was because of the evening activity where one of the young people did not want to go. There was a conversation between HoE and HoC and then the DCM team were requested for any information regarding this. It was then reviewed and discussed as part of the management meeting on the 7.2.23. nFollowing the management meeting, it was reviewed and there were no further concerns raised at the time.

On the 26 April 2023 there was a bullying incident between two young people, one of the young people started calling another young person a 'pig' due to their eating

habits, this was then escalated with them drawing a picture and then writing the other young persons name on it, then they continued to make pig noises at the dining table. As this was pictorial and verbal, and took place within the house and the Learning Centre, it was investigated further and the team reviewed it through a week of observations. There were no further incidents after this.

On 22 September 2023, two young people were following about another young person as they were upset that a mug they had, had broken. The young people said this loud enough for the other young person to hear, making comments such as: 'When I find him I am going to put him in a headlock and I'm going to strangle him' and that he's 'annoying' and a 'c\*\*t', 'he keeps shitting himself', 'he cant go to the toilet', 'all he does is whinge, he goes wah wah wah'. They then continued to intimidate the young person and this was challenged by adults that were in the house. This was monitored and the young people were spoken to with a restorative conversation in relation to this, there was no further incidents in relation to this incident. A further two management team bullying concern forms recorded that each of the young people were spoken to and also had learning sessions on bullying and what bullying is.

### **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 2024-26

### **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  
Curriculum Intent 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.