

AVOCET HOUSE

Equalities Information and Equality Objectives

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SPECIALIST EDUCATION SERVICES

*SES Avocet House Ltd (4926028), is a subsidiary company
of Specialist Education Services Topco Ltd (13159680)*

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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 (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	13yrs	14yrs	15yrs
No. of young people	3	2	3

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

There are a mix of female and male children and young people admitted to Avocet House

2.4 ETHNICITY

Type	White British	Mixed Race	Asian / Asian British
No. of young people	6	1	1

2.5 RELIGION AND BELIEF

Type	Christian - CoE	Muslim
No. of young people	7	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 has been one bullying incident recorded across the past twelve months (01.09.24 – 30.09.25). This involved two children (DM/WC); it was first reported on 20.10.24 and was discussed in leadership team meetings, initially on 05.11.24. Strategies were implemented, including WC meeting formally with the Principal and RM as a supportive mechanism and to discuss progress. After significant improvements, the decision was taken on 20.12.24 to return to normal day to day procedures.

Two racist incidents were recorded across the past twelve months (01.09.24 – 30.09.25). The first (reported 06.03.25) involved WC towards TM (staff). WC was racially abusive towards TM; a full restorative process with a formal meeting was completed and WC apologised to TM for his conduct and accepted full responsibility. Broader decisions were taken about engaging all children with external professionals on the theme of equality and diversity.

On 24.06.25 MT was abusive to TM (staff), using derogatory and racist language during a verbal altercation in which he was dysregulated. A full restorative meeting was completed, with his father and mother in attendance. MT was genuinely apologetic and agreed to cook a meal for TM as a way of reparation.

3 **OBJECTIVES**

We believe that the PSED aims restated below are synonymous with our wider aims and objectives, which underpin our annual detailed development planning and the construction of the Avocet 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 Avocet House Development Plan 2025 to 2027.

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 Statement
 Subject Policy and Practice Documents

- 2 Policies relating to:
 Admissions
 Bullying
 Safeguarding and Child Protection
 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 Avocet House Development Plan.