



Apollo Education
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Equality & Objectives Policy

Policy Title: Equality & Objectives Policy

Date: February 2026

Review Date: February 2028

Owner: Headteacher

Approval: Governing Board

1. Policy Statement

Apollo Education is committed to promoting equality, inclusion and respect across all aspects of school life. As an independent school supporting pupils with Social, Emotional and Mental Health (SEMH) needs, we recognise our duty to remove barriers to participation and ensure that all pupils can thrive.

We will:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity for all pupils and staff.
- Foster good relations within our school community.

2. Legal Framework

This policy is based on the following legislation and statutory guidance:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Equality Act 2010 (Specific Duties) Regulations 2011
- Children and Families Act 2014
- Special Educational Needs and Disability (SEND) Code of Practice (2015)
- Independent School Standards Regulations (ISSR)
- Human Rights Act 1998
- Keeping Children Safe in Education (KCSIE) (current version)
- Department for Education guidance: *The Equality Act 2010 and school*

This policy also reflects our responsibilities under safeguarding and SEND legislation, recognising that many pupils at Apollo Education have identified additional needs.

3. Protected Characteristics

Under the Equality Act 2010, the following characteristics are protected:

- Race
- Disability
- Sex
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
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Age is a protected characteristic in relation to staff employment.

4. Roles and Responsibilities

The Proprietor will:

- Ensure compliance with equality legislation.
- Approve and review this policy and published objectives.
- Monitor equality outcomes.

The Headteacher will:

- Promote awareness of equality and inclusion.
- Ensure staff training and implementation.
- Monitor progress data and participation.
- Report to the Proprietor/Governing Body.

All Staff will:

- Uphold this policy in practice.
- Promote inclusive and respectful behaviour.
- Challenge discrimination or prejudice.
- Support pupils' SEMH and additional SEND needs appropriately.

5. Eliminating Discrimination

Apollo Education will:

- Ensure policies and procedures comply with the Equality Act 2010.
- Take prompt action in response to discriminatory incidents.
- Record and monitor incidents of prejudice or harassment.
- Provide staff training on equality, SEND and inclusive practice.

6. Advancing Equality of Opportunity

We will:

- Identify and remove barriers to learning and participation.
- Monitor attainment, attendance and behaviour data for all groups.
- Provide targeted academic and therapeutic interventions.
- Make reasonable adjustments for pupils with disabilities and SEMH needs.
- Ensure fair access to curriculum, enrichment and leadership opportunities.

7. Fostering Good Relations

We will:

- Promote respect and understanding through PSHE, citizenship and therapeutic work.
- Use restorative approaches to resolve conflict.
- Celebrate diversity and individual strengths.
- Work closely with parents, carers and external professionals.

8. Equality in Decision-Making

Apollo Education will consider equality implications when making significant decisions, including:

- Curriculum planning.
- Behaviour and safeguarding procedures.
- School trips and enrichment activities.
- Risk assessments and access arrangements.

Equality considerations will be documented where appropriate.

9. Equality Objectives (2024–2028)

Objective 1

Ensure all pupils, regardless of protected characteristic or additional need, make measurable academic and personal development progress.

Actions:

- Termly data analysis.
- Targeted intervention plans.

Objective 2

Ensure equitable access to enrichment, therapeutic and leadership opportunities.

Actions:

- Monitor participation rates.
- Adapt activities to meet SEMH needs.

Objective 3

Strengthen staff knowledge of equality, SEMH and inclusive practice.

Actions:

- Equality training included in induction.
- Annual SEND and inclusion CPD.


10. Monitoring and Review


- Equality information will be reviewed annually.
- Equality objectives will be reviewed at least every four years.
- This policy will be reviewed annually to ensure continued compliance with legislation.

11. Linked Policies

- SEND Policy
- Behaviour Policy
- Safeguarding and Child Protection Policy
- Supporting Pupils with Medical Conditions
- Accessibility Plan
- Attendance Policy
- Anti-Bullying Policy

12. Approval & Sign Off

Signed	 <small>Signed by:</small> <small>7B431B6C679749A...</small>
Headteacher (name)	Kam Badwal
Date	17/03/2026

Signed	 <small>DocuSigned by:</small> <small>5166428F131E4DE...</small>
Chair of Governing Board (name)	Amit Varma
Date	4/14/2026