



# Equality Information and Objectives

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Frequency	Every Four Years

# Table of Contents

1. Aims
2. Legislation And Guidance
3. Roles And Responsibilities
4. Eliminating Discrimination
5. Advancing Equality Of Opportunity
6. Fostering Good Relations
7. Equality Considerations In Decision-making
8. Equality Objectives
9. Monitoring Arrangements

## 1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.
- This document also complies with our funding agreement and articles of association.

## 3. Roles and responsibilities

The local committee will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

**The equality link governor is Carrie Shaw. They will:**

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

**The headteacher will:**

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

**In fulfilling this aspect of the duty, the school will:**

- Publish attainment data each academic year showing how pupils with different

characteristics are performing

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality objectives**

As a school we have chosen four main equality objectives which best suit our circumstances and contribute to the welfare of our pupils and our school community. They are a tool to help improve the school experience of a range of different pupils. These equality objectives have arisen from an analysis of our published data and other information, where we have identified there is potential for improvement on equalities.

## **Objective 1**

To continue to promote understanding and respect for diversity and equality

### **To achieve this objective we plan to:**

- Raise awareness of aims and objectives of this policy by sharing with staff and the wider community
- Provide staff training in all aspects of equality & diversity to support staff understanding and awareness
- Introduce all aspects of statutory RHE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers
- Use strategic calendar to plan opportunities to celebrate diversity and equality e.g. faith days, charity events, SEND awareness days

## **Objective 2**

Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability

### **To achieve this objective we plan to:**

- Consider opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc
- Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity
- Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, , International Women's Day etc
- Continue to develop the school's library to promote diversity and equality.

## **Objective 3**

To achieve this objective we plan to:

### **Ensure tolerance and respect towards individuals who identify with any of the protected characteristics**

- Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc
- Utilise collective worship (assembly) opportunities to promote equality and diversity ● Respond to world news/current affairs issues through collective worship (Picture News) or PSHE sessions
- Continue to promote the school's position on equality VIA communication channels with parents/carers so there is a shared appreciation of diversity/British Values

## 9. Monitoring arrangements

The Local Committee will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by [governing board/name of committee of the governing board/individual governor/headteacher] at least every 4 years.

This document will be approved by [governing board/name of committee of the governing board/individual governor/headteacher].

### 10. Links with other policies

This document links to the following policies:

- Accessibility plan