



# **Equality Information and Objectives 2022 - 2025**

**Governing Body Sub-committee**

Name:

Student Matters, Equality and Community

Date approved:

10 October 2022

## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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](#).

## 3. 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 at least annually, typically in the September training day with a quick update in one of the later inset days.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## 4. 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 that 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
- 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:

- Produce attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and plan areas for improvement

- Identify any improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Identify any issues associated with particular protected characteristics taking appropriate action where relevant

## **5. 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 RSE, and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies covering relevant issues.
- Showing positive images about diversity in our displays across the site
- Working with our local community. This includes allowing 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 any tensions between different groups of pupils within the school.
- All pupils are encouraged to participate in the school's activities, such as sports clubs.

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

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

## **7. Roles and responsibilities**

### **The governing board 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 Lisa Salton. They will:**

- Meet with the designated member of staff for equality at least annually, 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 among staff and pupils
- Monitor success in achieving the objectives and report back to governors

### **The designated senior member of staff for equality will:**

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor at least annually every to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out below.

## 8. Equality objectives. 2022-2023

Objective	Action	Lead	Timeframes	Success indicators?
Equality themes are covered in the curriculum	Embed equality themes in the PSHE curriculum	Pastoral lead in conjunction with HoY	By September 22	Themes in place and well covered
Ensure that site displays reflect equality themes	Put up relevant site displays in prominent positions	Diversity student group lead & LGBT+ student group lead	By September 22	Displays in place and high quality
Address any incidents of intolerant behaviour	Track and address any intolerant behaviour issues	Pastoral lead	Ongoing	Statistics are available and any such incidents are appropriately dealt with
Make reasonable adjustments for any disabled student to reduce barriers to learning	Identify barriers and provide appropriate support through the SEND team	SENDCo	Ongoing	Provision map shows SEND students have appropriate provision in place
Ensure that recruitment is equality compliant	Redact names from staff applications for vacancies  Include statement on adverts confirming school's commitment to equal opportunities	HR Officer	By September 22	In place

## 9. Monitoring arrangements

The senior lead for equality will review the equality objectives at least annually.

This document will be reviewed and approved by the relevant committee of the governing board at least every 3 years.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy
- Risk assessments