

Equality information and objectives

Approved by: PDBW Committee

Last reviewed: January 2022

Next review due: January2025

1. Aims

Our school is committed to providing an inclusive, safe and caring environment in which to learn.

Our aims are:

- to ensure equality of education and opportunity for all students, staff, and parents irrespective of race, gender, disability, faith or socio-economic background,
- to create a culture of inclusion and diversity in which all of those connected to the school feel proud of their identity and able to fully participate in school life,
- to tackle discrimination by the positive promotion of equality, challenge bullying and stereotypes and create an environment which champions respect for all,
- to eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Achievement of pupils is monitored by race, gender and disability, and we use this data to support pupils and ensure inclusive teaching.

2. Legislation and guidance

As a school we welcome our duties under the Equality Act 2010. The general duties are:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations
- Ensure that those with protected characteristics are not discriminated against and are given equality of opportunity

Protected characteristics:

- Age (for employees, not for admissions purposes)
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and Belief
- Sexual Orientation
- Marriage and Civil Partnerships (for employees)

In order to meet our general duties, the law requires us to carry out specific actions to demonstrate how we meet these duties. These are:

- Publish equality information to demonstrate compliance (we will not publish any information that can specifically identify an individual)
- Prepare and publish equalities objectives which we review annually
- Consult our stakeholders in the development of these objectives

3. Roles and responsibilities

We believe that promoting Equality is the whole school's responsibility:

Governing Body	<ul style="list-style-type: none"> • Involving and engaging the whole school community to identify and understand equality barriers • Help setting objectives to address barriers • Monitoring progress towards achieving equality objectives • Ensuring that staff have access to appropriate training and resources • Ensuring data and objectives are published
Headteacher /Principal	<ul style="list-style-type: none"> • Same responsibilities as Governing Board; and also: • Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day-to-day duties • Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness • Ensuring that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents
Senior Leadership Team and Middle Managers	<ul style="list-style-type: none"> • To support the Headteacher as above. • Ensure fair treatment and access to services and opportunities • Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents • Design an inclusive curriculum
Teaching Staff	<ul style="list-style-type: none"> • Help in delivering the right outcomes for pupils • Uphold the commitment made to pupils and parents/carers on how they can expect to be treated • Deliver an inclusive curriculum • Be aware of the responsibility to record, report and respond appropriately to prejudice related incidents
Non -Teaching Staff	<ul style="list-style-type: none"> • Support the school and the governing body in delivering a fair and equitable service to all stakeholders • Uphold the commitment made to pupils and parents/carers on how they can expect to be treated • Support colleagues within the school community • Be aware of the responsibility to record, report and respond appropriately to prejudice related incidents

Parents/Carers	<ul style="list-style-type: none"> • Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these • Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all
Pupils	<ul style="list-style-type: none"> • Supporting the school to achieve the commitment made to tackling inequality • Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can expect to be treated

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.

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 who are connected to a particular characteristic,
- 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.

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

- publish attainment data each academic year showing how students 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 students.

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 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, students will be introduced to literature from a range of cultures,
- recognising that our work on equality is central to the successful promotion of fundamental British Values and ensure our curriculum helps to prepare pupils for life in modern Britain,
- working proactively to address all forms of prejudice including derogatory and discriminatory language,
- holding assemblies dealing with relevant issues,
- organising school trips and activities based around the local community.

6. 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 students with physical disabilities,
- has equivalent facilities for boys and girls.

7. Addressing Prejudice Related Incidents

The school is opposed to all forms of prejudice, and we recognize that children and young people who experience any form of prejudice related discrimination may do less well in the education system.

We provide both, our pupils and staff, with an awareness of the impact of prejudice to prevent incidents. If incidents do occur they are dealt with immediately in line with school behavior policies (behaviour, anti-bullying and racism) and raised with the Headteacher. Incidents are recorded on CPOMS.

8. Monitoring arrangements

The PDBW committee will update the equality information outlined in this document annually.

This document will be reviewed by the PDBW committee and the Headteacher at least every 3 years and is to be ratified by this committee.

9. Links with other policies

This document links to the following policies:

- Educational Visits & Outings Policy
- Recruitment Policy
- SEND and Admissions Policy
- Behaviour and Anti-Bullying