

Equalities Policy

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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.

3. 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, students and parents, and that they are reviewed and updated at least once every three years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

Equality and diversity will be monitored by the Personal Development, Behaviour and Welfare subcommittee [PDBW]. It will:

- Discuss any issues and how these are being addressed.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Report back to the full governing board regarding any issues.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and students.
- Monitor success in achieving the objectives and report back to governors.

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.

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. students with disabilities, or gay students 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 students to pray at prescribed times].
- Encouraging people who have a particular characteristic to participate fully in any activities [e.g. encouraging all students to be involved in the full range of school 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.

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 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
- Holding assemblies dealing with relevant issues

- Working with our local community, including organising school trips and activities based around the local community

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 students with physical disabilities
- Has equivalent facilities for boys and girls

8. Monitoring arrangements

The PDBW committee will update the equality information we publish, described in sections 4-7 above, at least every year.

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

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan [H&F college]
- Educational Visits & Outings Policy
- Curriculum Overview
- Student Voice
- H&S
- Admissions
- Recruitment
- Risk assessments for visits, external events and residential trips

Equalities Objectives

The following objectives were set in July 2022

- To encourage better engagement from and with parents from a wider range of cultural and ethnic backgrounds which better reflects our diverse school community.
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- For staff and pupils to be supported to celebrate their faiths and festivals in a way that is fair to everyone
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- to ensure that there is equality of opportunity for staff within the school, both through the appraisal system and thinking about how development opportunities are shared and promoted
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- to establish an equalities, diversity and inclusions champions group that leads our community in creating a culture where all pupils and staff are visible, represented and celebrated.
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- To establish an equalities and inclusion working group to audit the school's current practice and identify future opportunities for improvement.