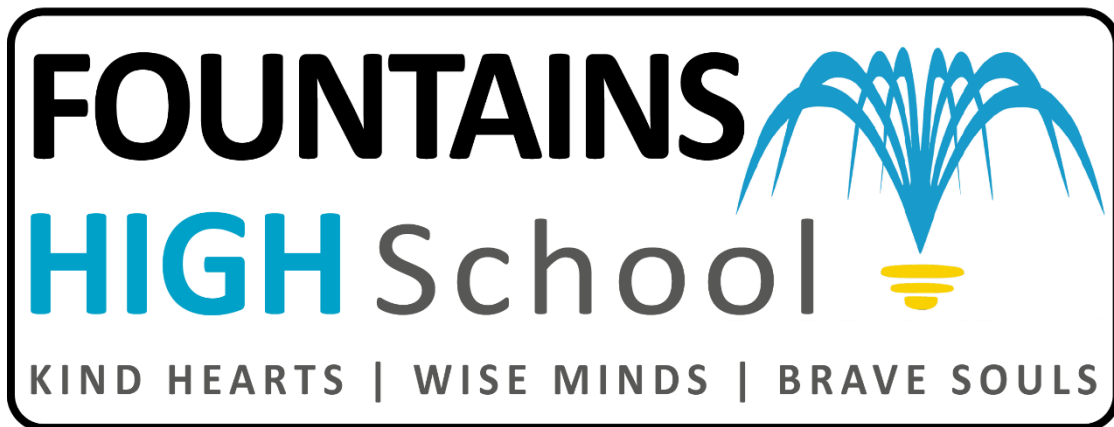




Equality information and objectives policy

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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, harassment, victimisation 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 a relevant protected characteristic

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values:
Kindness, Wisdom, Bravery and Respect

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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

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, pupils and parents/carers
- Ensure that the published equality information is updated 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 Anwar Sultan (Governor). 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 among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have "due regard" when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The designated member of staff for equality is Abigail Carr (Deputy Head/SENCo). They will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every term 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 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every academic year. (Certificate in Equality, Diversity & Inclusion – National College)

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

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 that are connected to a particular characteristic they have e.g. pupils with disabilities
- 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 addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics by including a focus on staff equality within the Equality Objectives framework.

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
- Making pupils aware of our behaviour and anti-bullying policies
- 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 visits and activities based around the local community
- 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. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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

Objective 1

Inclusive Curriculum and Enrichment

To ensure that all pupils, regardless of SEND need, physical disability, communication need or medical condition, can fully access, participate in and succeed in all aspects of the curriculum and wider school life.

Success measures:

- Participation rates in trips, residentials, sports, performing arts and enrichment activities are monitored and barriers removed.
- Curriculum adaptations enable all pupils to access learning at an aspirational level.
- Pupil voice demonstrates that pupils feel included and represented in school life.
- Governors receive an annual report on participation and accessibility.

Objective 2

Student Voice and Representation

To ensure that the views and experiences of pupils from different backgrounds, cultures, faiths, identities, disabilities and communication needs are understood and reflected in school development.

Success measures:

- Pupil voice activities are conducted at least termly using accessible communication methods to enable participation from all pupils, including those with complex SEND.
- Evidence demonstrates that pupil feedback has informed at least three school improvement actions or developments each year.

- Governors receive an annual report outlining pupil voice themes, actions taken in response and the resulting impact on school provision.

Objective 3

Workforce Diversity and Inclusion

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Objective:

To ensure recruitment, selection and retention processes are inclusive, transparent and compliant with safer recruitment requirements, promoting equality of opportunity and enabling the school to attract and retain a diverse and talented workforce.

Success Measures:

- 100% of recruitment panels include at least one member who has completed accredited Safer Recruitment training.
- All recruitment processes are audited annually and demonstrate compliance with statutory safeguarding and safer recruitment requirements.
- Recruitment materials, job descriptions and advertisements are reviewed annually to ensure they promote equality, diversity and inclusion and do not create unnecessary barriers to applicants.
- Staff survey and recruitment monitoring information demonstrate that staff and applicants perceive recruitment and promotion processes as fair, transparent and inclusive.

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

School-specific equality objectives will be reviewed by Gareth Allen (Executive Headteacher), Anwar Sultan (Governor – Equality Lead) and Abigail Carr (Deputy Head/SENCo) at least every 4 years.

This document will be reviewed by Gareth Allen, Anwar Sultan and Abigail Carr annually, to ensure continued compliance with the PSED.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND information report