



# Equality Objectives

Approved date:		Review date:	September 2022
Approval level:	Local Governing Body	Owner:	Head Teacher

## Contents

1. Aims .....	1
2. Legislation and guidance .....	2
3. Roles and responsibilities .....	2
4. Eliminating discrimination .....	2
5. Advancing equality of opportunity .....	2
6. Fostering good relations .....	3
7. Equality considerations in decision-making .....	3
8. Equality objectives .....	3
9. Monitoring arrangements .....	4
10. Links with other policies .....	4

## 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 those who share a protected characteristic and those who do not share it.
- Foster good relations across all characteristics – between those who share a protected characteristic and those 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 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 Head Teacher.

The Head Teacher will:

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

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

## 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
- 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)

## 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 as and when appropriate.
- 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. 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

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made, for example decisions linked to recruitment, development and retention of our staff.

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

- Support all children who have been impacted by the COVID-19 closures.

Pupils have missed large periods of face to face learning so targeted interventions are required to ensure these students do not fall behind and their life chances are not affected.

We will use the data within school to provide catch up activities using our school team and the National Tutoring Programme and review pupil progress each term.

### Objective 2

- Ensure that all staff and governors complete formal training on equality and diversity by the beginning of the next academic year.

This training will cover

- What equality and diversity mean and how they affect everyone in the school setting
- Recognising the barriers that can prevent equality from being realised such as prejudice, stereotyping, discrimination, victimisation and harassment.
- Key legislation and both employers' and employees' responsibilities in relation to it.
- The Equality Act 2010 and 'protected characteristics' that form the basis of the law.

### **Objective 3**

- Further develop pupils' understanding of the range of peoples, cultures and religions.

Learning about other cultures, languages, religions, and holidays aside from their own will help our pupils learn that their classmates may be very different from them. Being culturally aware promotes inclusion for all in the school setting.

We will review the RE curriculum and assess how learning about other cultures flows into all subjects across the school. We will use assemblies to share information across the school year and invite external speakers when relevant to support this learning.

### **9. Monitoring arrangements**

The Head Teacher will update the equality information we publish, at least every year and provide a summary report to the Local Governing Body once a year.

This document will be reviewed by Local Governing Body at least every 4 years.

This document will be approved by Local Governing Body.

### **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment