



Equality Information and Objectives

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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, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher 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 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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings, by e-mail etc.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training at the start of every school year.

All staff have a responsibility to monitor all aspects of school life to ensure that discrimination is avoided, where they have any concerns or identify a need for a change in practice this should be communicated to the head teacher.

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. 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 (e.g. enabling Muslim pupils to pray at prescribed times)
- 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:

- Analyse attainment data each academic year showing how pupils with different characteristics are performing.
- Use the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Regularly monitor data related to exclusions, attendance, pupil behaviour, bullying etc and identify whether any pupils with specific characteristics are unduly represented in this data
- Monitor attendance at sports clubs and other activities.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

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 where appropriate we will also invite external speakers to contribute
- Using external providers of workshops to support the curriculum where appropriate.
- Working with our local community. This may include inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Involving parents in delivering the curriculum eg. inviting them in to share how they celebrate different festivals.
- Ensuring 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
- Ensuring external communications (such as our website) accurately represent all members of our school 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 pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1: Undertake an analysis of attendance data and trends with regard to race gender, and report on this to the Governing Body Pastoral Committee in Spring Term.

Why we have chosen this objective: To ensure that all pupils achieve the best possible outcomes.

To achieve this objective, we plan to: Monitor attendance of all pupils regularly and for any concerns to be actioned by our EWO.

Progress we are making towards this objective: Attendance overall is showing a rising trend.

Objective 2: Ensure that any gaps in attainment between different groups of pupils are closed rapidly.

Why we have chosen this objective: To ensure that all pupils achieve the best possible outcomes.

To achieve this objective, we plan to: Analyse internal data each term (and external data annually) to rapidly identify any gaps in attainment between groups and any trends over the school or time. Identify remedial action for any concerns.

Progress we are making towards this objective: All teachers analyse data each term, strategies to close gaps are identified and implemented. These are monitored and reviewed termly.

Objective 3: To ensure that parents of all pupils are actively engaged in their education.

Why we have chosen this objective: To ensure that all pupils achieve the best possible outcomes.

To achieve this objective, we plan to: Monitor attendance at parent consultations, curriculum meeting etc to ensure that these are being accessed by all groups. Ensure that such events do not class with religious events such as Ramadan.

Progress we are making towards this objective: Non – attendance at parent consultations is followed up by the school, if any trends are identified arrangements are discussed with particular groups to see if adjustments could be supportive.

Objective 4: To ensure that the school community is accurately represented on the governing body.

Why we have chosen this objective: To ensure that the strategic direction of the school meets the needs of the whole community.

To achieve this objective, we plan to: monitor nominations for any vacant parent governor positions and actively seek nominations from groups not represented.

Progress we are making towards this objective: Parent governors show a balance of gender and ethnicity.

Objective 5: Set up a parent forum.

Why we have chosen this objective: To enable all parents to have a structured way to provide feedback to the school, to encourage parents to take a more active role in the development of the school.

To achieve this objective, we plan to: Analyse internal data each term (and external data annually) to rapidly identify any gaps in attainment between groups and any trends over the school or time. Identify remedial action for any concerns.

Progress we are making towards this objective: See action plan.

9. Monitoring arrangements

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

This document will be reviewed by the governing body at least every 4 years.

This document will be approved by Governing Body Pastoral Committee.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

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