

<b>Equality information and objectives policy</b>	Page 1 of 5
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	<b>Approval by:</b> FULL TRUSTEE BODY/ A&C COMMITTEE/ HR & FINANCE COMMITTEE/ BH&S COMMITTEE ACADEMY PRINCIPAL

### Table of Contents

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

### 1. Aims

Our academy aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our academy aims to promote respect for difference and diversity in accordance with our school values by showing courage and cooperation and always being courteous, conscientious, curious and caring.

### 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 complies with our funding agreement and articles of association.

### 3. Roles and responsibilities

The trustee 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 headteacher

The Executive Principal will:

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

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 trustees 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every 2 years.

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, 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above 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 pupils

### 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
- 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

## 7. Equality considerations in decision-making

The school ensures it has equality considerations when 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

***To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion***

Why we have chosen this objective:

To keep equality at the forefront of our curriculum topics. To confirm our commitment that all learners are of equal value.

To achieve this objective we plan to:

Improve curriculum resources available to reflect the diversity of the community.

Ongoing review of curriculum topics to improve awareness of global issues.

### Objective 2

***Have in place a reasonable adjustment agreement for all staff with disabilities by July 2025, to meet their needs better and make sure that any disadvantages they experience are addressed.***

Why we have chosen this objective:

To ensure that all staff members are valued equally in our community and have the necessary resources needed to fulfill their role.

To achieve this objective, we plan to:

Establish reasonable adjustment agreements with all disabled staff

Where practicable, purchase aids to alleviate any disadvantages experienced by disabled staff

### Objective 3

Foster positive relationships within the school community.

Why we have chosen this objective:

We serve a diverse community with over 50% of pupils coming from an ethnic minority background. To achieve this objective, we plan to:

To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement

### Objective 4

***Train all members of staff on equal opportunities and non-discrimination.***

Why we have chosen this objective:

To increase awareness of unconscious bias in recruitment and selection of staff and behaviour management of children within the school

To achieve this objective, we plan to:

Ensure all staff have received updated online equality training by December 2024 with refresher training every 2 years.

## 9. Monitoring arrangements

The trustee board will update the equality information we publish at least every year.

This document will be reviewed by the trustee board at least every 4 years.

This document will be approved by the trustee board.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Behaviour and Relationships Policy
- SEND Policy
- Support Pupils with Medical Needs Policy