

Equality Information and Objectives 2021

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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
- 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
- Consider matters of Equality Information and Objectives at its Resources Committee
- 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. 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 will receive refresher training every September at the start of the academic year.

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

In fulfilling this aspect of the duty, the school will:

- Publishing attainment data each academic year showing how pupils with different characteristics are performing
- Analysing data to determine strengths and areas for improvement, implement actions in response and publish this information
- Making evidence available identifying improvements for specific groups
- Publishing further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils
- Publishing its curriculum

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 RS, 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.
- Working with our local community and especially Pear Tree School
- 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 will have due regard to equality considerations whenever significant decisions are made.

Eg by considering the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned,

8. Equality objectives -

Objective 1

To review all school policies in light of the Equality Act

Why we have chosen this objective: As policies are reviewed there needs to be conscious effort to measure them against the Equality Act and update as necessary

To achieve this objective we will document at each review of a policy the considerations given to the Equality Act.

Objective 2

To improve the performance of boys particularly in English

Why we have chosen this objective: Historically boys, especially those who are disadvantaged, are making less progress than girls in English Language and Literature

To achieve this objective we will concentrate on quality first teaching in the classroom to engage boys, review data regularly and promote an interest in reading.

Objective 3

To further raise awareness of LGBTQ+ issues for all staff and students including developing specific protocols/actions for any student or member of staff going through gender reassignment

Why we have chosen this objective: We want to continue to educate staff and students and raise awareness further. While students going through gender reassignment have been relatively rare in school, this has been dealt with on a case by case basis. This is important but we need to have some generally agreed protocols

To achieve this objective we will ensure LGBTQ+ matters are covered in the curriculum and assemblies; that students are signposted to relevant agencies and we will write a set of agreed protocols which will be shared with any member of staff or student going through gender reassignment

Objective 4

To ensure all school trips are planned and evaluated with the provisions of the Equality Act in mind

Why we have chosen this objective: While no issues have arisen, the potential implications of a trip, especially in terms of economic and physical accessibility need to be considered more specifically.

To achieve this objective the EVC will ask trip organisers how they have considered equality implications.

Objective 5

To improve access to the school for those with physical disability

Why we have chosen this objective: Access to the building through reception is poor for those with physical disability or mobility issues.

To achieve this objective we plan use capital monies to redesign the entrance area and provide a lift up the steps.

9. Monitoring arrangements

The Governor's Curriculum and Standards Committee will update the equality information we publish, at least every year.

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

This document will be approved by the Resources Committee

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

This document agreed by governors June 9th 2021

Linda Nulty
Chair of Governors

Rachel Leaper
Chair of Committee