

HOLLINGWORTH ACADEMY EQUALITY INFORMATION AND OBJECTIVES

POLICY INFORMATION

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This policy has been through a consultation process with stakeholders, staff and Trade Union Representatives ahead of the implementation.

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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 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.
- Promoting respect and equality across all protected characteristics, including sexual orientation and gender identity and preparing pupils for life in diverse 21st century Britain.

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 requires 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 Governing Body 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, 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.

There is an Equality Link Governor. The link governor 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 are 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 amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

The designated member of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.

- Meet with the equality link governor 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.

Our ethos across the school is based on Respect, Responsibility and Resilience. Our principles of school improvement remain Excellence, Equity, Engagement and Enterprise.

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 receive refresher training every September.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. 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 meet the Public Sector Equality Duty and 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).

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. Some examples of how the school does this include:

- 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 also invite external speakers to contribute.
- Working with our local community. This includes 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. For example, our pupil led committees have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach. Recent initiatives have included the development of whole school displays and Diversity week.

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 and if not, an alternative provision is made.
- Has equivalent facilities for boys and girls.

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

The Equality Committee will review Equality Impact Assessments and provide training to staff as necessary, to ensure the school meets its obligations under the PSED.

8 EQUALITY OBJECTIVES

Hollingworth Academy are committed to embedding its obligations under the Public Sector Equality Duty, ensuring equality for pupils, staff, stakeholders, applicants and visitors to the school. As such, they have chosen the following five areas for their Equality Objectives. The Equality Objectives set out in this document are for the period April 2021 to April 2025. The objectives will be reviewed annually and new objectives will be published every four years.

OBJECTIVE 1: Undertake an analysis of recruitment data and trends with regard to equality data for advertised vacancies and report on this to the Finance & Resources Committee of the Governing Body.

- The analysis of the data will allow the school to review its recruitment processes and to see if adjustments could be made to increase equality of opportunity in our recruitment processes.
- After the data has been analysed, an action plan should be created based on the findings.
- To be completed by HR/Admin Assistant.

OBJECTIVE 2: To create a Reasonable Adjustments Statement. This will set out how staff can access reasonable adjustments and what steps Hollingworth Academy will take where reasonable adjustments are required.

- To assist with this objective, it would be helpful to review reasonable adjustments in place for staff. Qualitative feedback from staff who have / have had reasonable adjustments in place would be beneficial for the school to review. Further actions may be implemented upon analysis of this data.
- To be completed by HR.

OBJECTIVE 3: To provide opportunities for networking and leadership CPD which positively promotes women in leadership, through facilitating a WLE Network and also creating women-only cohorts of leadership programs with explicit content aimed at women in education.

- Evaluation data will show that 100% of those who have attended networks and CPD have had the opportunity to develop knowledge and understanding of leadership.
- To be completed by the Senior Assistant Headteacher: Director of Teaching School.

OBJECTIVE 4: Train staff and governors involved in recruitment and selection on equal opportunities and eliminating discriminatory practices.

- Evaluation data will show that 100% of those who have completed the training have a good understanding of both the legal requirements and fair/best practice.
- To be completed by HR/Admin Assistant.

OBJECTIVE 5: To undertake an analysis of behavioral trends for specific groups of pupils with regards to gender and report this to staff and governors.

- The analysis of the data will allow the school to review its behavioral and intervention practices to see if adjustments could be made to increase equality of opportunity.
- After the data has been analysed, an action plan should be created and implemented based on the findings.
- To be completed by Headteacher, Deputy Headteacher (Pastoral), Designated Safeguarding Lead.

9 MONITORING ARRANGEMENTS

The Equality Committee will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by the designated member of staff for equality at least every four years.