

EQUALITY INFORMATION AND OBJECTIVES STATEMENT 2020-2021



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| Statement Approval Date | September 2020 |
| Statement Renewal Date | July 2021 |
| Committee | Full Governors |
| Statutory Policy | Yes |
| Policy on Website | Yes |

Equality Information and Objectives Statement **2020-2021**

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 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, 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. 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 January.

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 school information 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)
- Analyse school information to determine 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
- Working with our local community. This includes activities based around the local 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

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 with the completed risk assessment.

8. Equality objectives

Objective 1: Undertake an analysis of recruitment data and trends about protected characteristics by July 2021, and report on this to the Finance, Premises and Staffing Committee of the governing body

We have chosen this objective to ensure we are attracting applications from people with protected characteristics to our school.

To achieve this objective, we plan to collect and analyse recruitment data to monitor against our equality statement and report this to governors.

We will report on the progress we are making towards this objective in July 2021.

Objective 2: Anonymise all applications in terms of protected characteristics to our school.

We have chosen this objective to ensure we are not discriminating at any point of the recruitment process.

To achieve this objective, we plan to anonymise applications for posts in school on receipt and before initial shortlisting. Candidates will be selected on the merit of their application and any information related to protected characteristics will be removed from the application at this stage.

We will report on the progress we are making towards this objective in July 2021.

Objective 3: Ensure the governing body is representative of the school community it serves

Why we have chosen this objective: To explore opportunities to attract people to the governing body with protected characteristics. We will always take an inclusive approach in attracting people to new posts, including actively encouraging people with protected characteristics to apply.

We will report on the progress we are making towards this objective in July 2020.

Objective 4: Ensure that children develop a good understanding of how people can be discriminated against due to their protective characteristic

Why we have chosen this objective:

- We have a duty to teach children about different types of relationships and want them to understand that all types of relationships are valid. We will review our Relationships Education in keeping with government guidance, ensuring that what we teach children is age appropriate. This will be statutory by spring term 2021.
- We want children to develop an understanding of how discrimination can come in different forms and that they have a role in combatting discrimination.
- We want children to feel empowered to challenge prejudice and celebrate all people regardless of protective characteristic.

To achieve this objective, we will ensure our curriculum and associated resources (for example our reading resources) positively represent the global community in which we live, actively promoting people according to:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Our programme of inclusive worship will provide opportunities to explore this in detail and welcome people who positively represent the protected characteristics listed above.

We will report on the progress of this objective in July 2021

Objective 5: Develop staff awareness of sexual orientation and people who might identify as trans

Why we have chosen this objective: This has recently had a raised profile in the media and is something which staff need further guidance to be able to fully support children and their families. We will actively seek guidance and training (Stonewall, etc) to ensure we can provide effective support if requested.

Objective 6: Ensure the building is as accessible as reasonably practicable for people with disabilities

Why we have chosen this objective: Recongnising that our building has limitations with regard to this objective, we will develop an accessibility plan which meets the needs of people with disabilities whenever possible, drawing on the resources available to support this bearing in mind the school's safeguarding policy.

Objective 7:

9. Monitoring arrangements

The Headteacher will update the equality information we publish annually.

This document will be reviewed and approved by the governing body annually.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments