



EQUALITY INFORMATION AND OBJECTIVES

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Review date: May 2026



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AIMS & LEGISLATION

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

Legislation

The Equality Act 2010 and the Equalities Act 2010 (specific duties regulation 2011) provide a consolidated source of discrimination law.

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age
- Disability
- Race
- Sex (including issues for transgender)
- Maternity and Pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

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.



ROLES & RESPONSIBILITIES

Our Headteacher will:

- Ensure that staff, parents/carers and pupils/students are informed about the Equality Policy
- Oversee the effective implementation of the policy
- Ensure staff have access to training which helps to implement the policy
- Develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- Monitor the policy and report to the governing body on the effectiveness of the policy

Our governing body will:

- Ensure that any action plans are monitored
- Support the headteachers in implementing any actions necessary
- Engage with parents and partner agencies about the policy
- Evaluate and review the policy

Our Senior Leadership Team will:

- Have responsibility for supporting other staff in implementing this policy
- Provide a lead in the dissemination of information relating to the policy with the headteachers, provide advice and support in dealing with any issues/incidents and assist in implementing reviews of this policy

Our pupils/students will:

- Understand how it relates to them, appropriate to age and ability
- Be expected to act in accordance to this policy

Our parents/carers will:

- Have access to the policy through a range of appropriate media to their requirements
- Be encouraged to actively support the policy
- Be informed of any incident relating to this policy which could directly impact their child

Our school staff will:

- Be fully aware of the equality policy and how it relates to them
- Understand that this is a whole school issue and support the equality policy
- make known any queries or training requirements



ELIMINATING DISCRIMINATION

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.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.

We provide both our learners and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents.

ADVANCING EQUALITY OF OPPORTUNITY

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. students with disabilities, or gay students 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 students to celebrate key religious festivals)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students 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 students with different characteristics are performing providing more details on how the school will actively promote equal opportunities.
- Analyse the above data 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 students.

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 invited students
- Has equivalent facilities for boys and girls

MONITOR & REVIEW

- This document will be approved by governing board.
- We will review our objectives in relation to any changes in our school profile at least every three years.
- Our objectives will sit in our overall School Improvement Plan where appropriate and therefore will be reviewed as part of this process where necessary

EQUALITY OBJECTIVES

Objective 1

Appoint and provide appropriate training for a designated member of staff and a designated governor for equality in order to ensure appropriate knowledge is held within the school and to support the Headteacher in fulfilling the aims of the policy and monitor implementation and progress. Expressions of interest will be requested during Spring Term 2024 for both roles.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities by July 2024, to meet their needs better and ensure that any disadvantages they experience are addressed. This will include consideration of guidance from external organisations, Esteem MAT Central Team and Unions.

Objective 3

To reduce incidences of homophobia and sexist and racist language by students by ensuring that incidents involving negative language are dealt with swiftly and sanctioned in accordance with the School's behaviour policy.