



## Equality information and objectives policy

**Date of next review: March 2027**

**Policy review dates and changes**

<b>Review date</b>	<b>By whom</b>	<b>Summary of changes made</b>	<b>Date implemented</b>
02.03.26	Headteacher	New policy	

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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, harassment, victimisation 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 a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
  - ❖ Age
  - ❖ Disability
  - ❖ Gender reassignment
  - ❖ Marriage or civil partnership
  - ❖ Pregnancy and maternity
  - ❖ Race
  - ❖ Religion or belief
  - ❖ Sex
  - ❖ Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values, such as:

- ❖ Everyone has something to offer
- ❖ Respect for the individual
- ❖ Professionalism in all that we do
- ❖ All different, all equal, all achieving
- ❖ Absolute integrity
- ❖ Together Everyone Achieves More (TEAM)

- ❖ Ambition for excellence

## 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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

## 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/carers
- 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 equality link governor will:

- Meet with the designated member of staff for equality every [frequency], and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're 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 among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

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 September.

## 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
- 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

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

## 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
- Making pupils aware of our behaviour and anti-bullying policies
- 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
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- 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 ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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**

As a school, we are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years – Please see our equality objectives in Appendix B

## **9. Monitoring arrangements**

This document will be reviewed by the governing board annually, to ensure continued compliance with the PSED.

This document will be approved by the governing board.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN information report
- SEND policy

## Appendix A –

### Equality Objectives Statement

At our school, we are fully committed to meeting the requirements of the Public Sector Equality Duty. In doing so, we recognise its three core aims:

- **Eliminating** unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act.
- **Advancing equality of opportunity** between people who share a protected characteristic and those who do not.
- **Fostering good relations** between people who share a protected characteristic and those who do not.

We have reflected carefully on how effectively we meet these aims for all protected groups under the Equality Act, including race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief.

To ensure our approach is informed, inclusive and representative, we actively involve our school community in shaping and reviewing our equality work. This includes:

- Parent questionnaires
- Governing body discussions
- Student council involvement
- Staff surveys
- Staff meetings
- Engagement with Local Authority representatives

We will continue to consult with these groups regularly to ensure that our equality duty is met for all stakeholders, including those with protected characteristics.

As part of our ongoing monitoring, the school analyses and cross-references data subsets relating to protected characteristics. This enables us to identify any patterns of discrimination, harassment or victimisation and take prompt, effective action. Findings are shared with the governing body and recorded within governing body minutes.

## Appendix B.

### Equality Action Plan Statement

Our school is committed to taking purposeful, measurable action to meet the three aims of the Public Sector Equality Duty. This action plan sets out how we will eliminate discrimination, advance equality of opportunity and foster positive relations across our community, with particular attention to pupils and stakeholders who share protected characteristics.

To ensure our actions are informed and effective, we will continue to work collaboratively with staff, pupils, parents, governors and Local Authority partners. Engagement activities such as parent questionnaires, governing body discussions, student council input, staff surveys and staff meetings will remain central to shaping and reviewing our equality priorities.

As part of this action plan, we will systematically analyse and cross-reference school data relating to protected characteristics. This will allow us to identify any emerging patterns of inequality, discrimination or disadvantage and respond swiftly with targeted interventions. Findings will be shared with the governing body and recorded within governing body minutes to ensure transparency and accountability.

Our equality objectives form the core of this action plan and guide the actions we will take over the coming period:

#### Objective 1

To support all pupils to achieve personal, social and academic success, recognising and responding to the complexity of their special educational needs.

#### Objective 2

To ensure that all pupils eligible for pupil premium funding have equitable access to the resources, opportunities and experiences required to close attainment gaps and reduce inequalities.

#### Objective 3

To promote the consistent use of **anti-discriminatory, respectful and inclusive language** across the school community, ensuring that staff model positive communication and challenge any language that undermines dignity, equality or belonging.