



# Equality Policy and Objectives

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| <b>Responsible Staff</b>               | CM/HS                |
| <b>Governors Committee Responsible</b> | Full Governing Board |
| <b>Date Approved</b>                   | October 2019         |
| <b>Review Date</b>                     | Three yearly         |

## Equality Policy and Objectives

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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, 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 equality link governor is Fiona Toye. They will:

- Meet with the Headteacher every term, and any 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

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.

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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.

### **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)
- 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 enrichment activities)

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 above data to determine strengths and areas for improvement, implement actions in response and publish this information

### **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.
- Holding assemblies dealing with relevant issues.
- 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 comprises of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's enrichment activities.
- 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.

The school always considers the impact of significant decisions on particular groups. For example, when a school activity is being planned, the school considers whether the trip:

- Is accessible to all pupils with disabilities
- Has equivalent facilities for boys and girls

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### **8. Equality objectives**

**Objective 1:** *To promote the equality policy/objectives on the school website.*

Why we have chosen this objective: *To promote and raise awareness of the school's Equality Policy/objectives with all stakeholders.*

Progress we are making towards this objective: *We are discussing equality at staff and governing body meetings. We ensure equality is considered when delivering the curriculum.*

**Objective 2:** *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: *To raise awareness of equal opportunities so that staff and governors are considering and promoting it in all their work.*

Progress we are making towards this objective: *Staff training at the start of each academic year and to new staff when they start.*

**Objective 3:** *To continue to strive to make the school and curriculum accessible for all pupils with SEND.*

Why we have chosen this objective: *To ensure we can meet all our pupils needs to the best of our ability.*

Progress we are making towards this objective: *Ensuring the appropriateness of all new qualifications for Exhall Grange School pupils and all new builds are DDA compliant and are most appropriate for the diverse needs of Exhall Grange School pupils.*