

Forest Way School

Equality Objectives and Policy

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Signature:



Title: HEAD

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Statutory

Non-Statutory

About This Policy

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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.

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

Forest Way School Board of Trustees 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
- 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

As Equality Link Trustee James Shanley will:

- Meet with the Headteacher, as the designated member of staff for equality for equality every half term 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 Board of Trustees 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 the Board of Trustees
- Identify any staff training needs, and deliver training as necessary
- Ensure all school staff understand they 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 Trustees 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 will receive training on the Equality Act as part of their induction, and all staff will receive refresher training during the academic year.

The school has a designated member of staff for monitoring equality issues, and an equality link trustee. They regularly liaise regarding any issues and make senior leaders and trustees 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 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 staff to pray)
- 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, events and activities)

In fulfilling this aspect of the duty, the school will:

- Aim for teaching, learning and assessment to be excellent for all pupils and young people
- Achievement Data will be analysed and published each academic year showing how pupils with different characteristics are performing and actions taken to improve equality of outcomes.
- 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

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
- Whole school workshop days provide pupils and young people with the opportunity to experience a range of cultures through activities that are matched to their levels of understanding. This includes multi-sensory activities.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to participate 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.

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 all pupils regardless of their disability
- 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.

8. Equality objectives

Objective 1

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: As a growing school we have recently recruited more staff. We want to ensure that the staff workforce reflects the diversity within the school population and society.

To achieve this objective we plan to: Train all staff involved in recruitment and Trustees

Progress we are making towards this objective: Recruitment procedures will be reviewed by analysing applications and appointments during the next 6 months. Analysis by gender, race and disability will be undertaken.

Objective 2

To ensure that there are no significant gaps between the progress and achievement made by significant groups. For example boys and girls, pupil and non-pupil premium.

Why we have chosen this objective: The school population is growing and we want to ensure that progress and achievement of our pupils and young people is as high as possible.

To achieve this objective we plan to: Ensure that the curriculum is broad and balanced. Teaching and learning is the highest quality that it can be, senior leaders will monitor and evaluate to support this.

Progress we are making towards this objective: We ensure that we recruit staff of the highest caliber and prioritise their training.

Objective 3

To ensure that the aims of the school are applied effectively to all of our pupils and young people.

Namely we will provide the highest quality of education where young people are enabled to:

- Achieve their potential
- Be as independent as they can be in readiness for life beyond school

- Have the highest level of communication possible
- Be safe and happy

Why we have chosen this objective: All of our pupils and young people have a disability and an EHCP that details their individual needs.

To achieve this objective we plan to: Ensure that all pupils have access to a broad and balanced curriculum and teaching and learning that is of the highest quality.

Progress we are making towards this objective: As detailed in the outcomes for our pupils and young people

9. Monitoring arrangements

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

This document will be reviewed by the Board of Trustees at least every 4 years.

This document will be approved by the Board of Trustees.

10. Links with other policies

This document links to the following policies:

- › Accessibility plan
- › Risk assessment
- › Recruitment and Selection Policy
- › Complaints Policy
- › Grievance Policy

