

Equality information and objectives policy

The Old School House



The Old School House
Established 1987

Approved by:

Sharon English

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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 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

Our school aims to promote respect for difference and diversity

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 Proprietor 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
 - › Ensure they're familiar with all relevant legislation and the contents of this document
 - › Attend appropriate equality and diversity training
 - › Report back to the Head Teacher regarding any issues
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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
- › Promote knowledge and understanding of the equality objectives among staff and pupils
- › Support the Business Manager in identifying any staff training needs, and deliver training as necessary

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training

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)
- › 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 attainment data to determine strengths and areas for improvement, implement actions in response
- › Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- › Analyse 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

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

8. Equality objectives

The aims of this policy will be met by –

- Promoting the principles and practices of equality and justice throughout the school

- Ensure that all children receive their entitlement to a broad, balanced and relevant curriculum, which is differentiated to meet identified individual needs through flexible and varied provision.
 - Promote racial harmony, prepare pupils for living in a diverse and increasingly interdependent society and specifically to prevent and address racism, sexism and other forms of discrimination
 - Comply with Equal Opportunities legislation and meet Ofsted criteria for inclusion
- Identifying and removing practices that may result in direct or indirect discrimination
 - Develop the support and training available for all staff to develop their practice in Equal Opportunities work
 - Monitor and evaluate by gender, ethnicity and disability
 - Access to educational opportunities and services
 - Attainment data
 - Curriculum, teaching and learning
 - Exclusions, punishment and reward
 - Parental involvement
 - Staff recruitment and career development
 - Monitor and evaluate annual data on the number and type of racist incidents in school.

Ensure that the admissions policy is objective, clearly set out and does not disadvantage certain groups.

9. Monitoring arrangements

This document will be reviewed at least every 4 years.