

Equality Information and Objectives

Frequency of Review	Every 4 years
Author	Headteacher
Approved by	Governors
Reviewed	March 2022
Date of Next Review	March 2026 (unless there is a material change)

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.

Fitzwaryn School is committed to creating a culture where the whole community is valued, involved, supported and feels safe from discrimination.

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 (May 2014): The Equality Act 2010 and schools.

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

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 the public who wish to see it.
- 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 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

All school staff are expected to have regard to this document and to work to achieve the objectives.

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. Staff will receive an overview of the Equality Act in their Induction folders and will sign a declaration that they have read and understood the implementation of this Equality Information and Objectives document within a month of commencing employment. At the start of each academic year, staff will complete a refresher session that will focus on specific areas of the Equality Act and in response to identified needs.

The school has a designated member of staff for monitoring equality issues and an equality link Governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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 (e.g. enabling Muslim pupils to pray at prescribed times or to be appropriately supported if fasting during Ramadan)
- 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 and after-school activities)

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

- Share termly attainment data 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.
- 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

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
- Holding assemblies dealing with relevant issues, including inviting outside groups and speakers to present as appropriate.
- Working with our local community. This includes organising school trips and activities based around the local community and welcoming visitors into our school, for example at coffee mornings.
- 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 choir. 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.

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 with differing disabilities
- Has equivalent facilities for all groups.

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 as part of 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.

Equality objectives

Objective 1

To ensure that all staff understand the meaning of prejudice, how discrimination occurs and how to take a stand against it.

Why we have chosen this objective:

To increase equality and diversity awareness for all staff.

To achieve this objective we plan to:

Incorporate equality and diversity training into the school's Induction process, supported by annual refresher training on specific areas and in response to any identified needs. To update the Risk Assessment forms to include a consideration of equality duties. To appoint a designated equality link Governor.

Progress we are making towards this objective:

Equality staff meeting planned for Term 5 2022. Update on staff induction package, RA and initial staff training to be in place from September 2022.

Objective 2

To ensure that educational resources used within the school reflect and represent the full range of cultures and diversity within society and the contributions made by females and males.

Why we have chosen this objective:

To widen the horizons of all pupils and them to understand and respect the diverse world in which we live and the interdependence of individuals, groups, communities and nations.

To achieve this objective we plan to:

Monitor resources, planning documents, the SMSC and British Values curriculum and classroom/ corridor displays to ensure they reflect and positively promote the diversity of modern society. Use assemblies and other Collective Worship sessions to raise awareness and to celebrate a variety of religious and cultural events.

Progress we are making towards this objective:

Reading Spine books selected to include writers from a range of cultures and different backgrounds with diverse subject material. Review of SMSC delivery in the school (March 2022). Inset completed on developing Collective Worship and Term 5 staff meeting planned to discuss next steps.

Objective 3

To foster good relations between those who share a protected characteristic and those who do not share it by further developing links with people and groups who have specialist knowledge about particular characteristics, to help inform and develop our approach.

Why we have chosen this objective:

To support and develop the knowledge, understanding and tolerance of others by staff, pupils and parents/carers in specific equality issues and in response to identified needs.

To achieve this objective we plan to:

Identify individuals and groups to work in partnership with towards this objective.

Progress we are making towards this objective:

Investigating RSE training for staff and parents, including issues of sexuality and gender.

Monitoring arrangements

The Headteacher will update the equality information we publish at least every year.

This document will be reviewed by Headteacher at least every 4 years.

This document will be approved by the Governing body.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Staff Induction