



Houghton School

Equality Information and Objectives

Revised December 2021

(This policy links directly to the school's equal opportunities and accessibility policy and our School Improvement Plan)

Governing Body approval	
Date	December 2021
Review	December 2022

Aims

Haughton 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

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.

Roles and responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, children 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
- A representative from the Governing Body will meet with the Headteacher, and other relevant staff members on a termly basis, 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

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and children
- Monitor success in achieving the objectives and report back to governors
- Meet with a representative of the governor body on a termly basis to raise and discuss any issues
- Identifying in liaison with the Deputy Headteacher any staff training needs, and organise training as necessary

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

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 on an annual basis.

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 (as defined in the Equality Act 2010)
- 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

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

- Publish attainment data each academic year showing how children with different characteristics are performing
- Publish recruitment data
- 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
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our children or staff

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 and personal, social, health and education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues.
- Working with our local community.
- Organising school trips and activities based around the local community.

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.
- The school undertakes a review of its equality objectives (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions and are aware of the impact of our decisions.

Equality objectives:

Staff

Objective 1

Undertake an analysis of recruitment data and trends with regard to race, gender and disability on an annual basis, and report on this to the governing body.

Objective 2

To ensure the school has adequate facilities for both male and female employees and those who may have a disability.

Objective 3

To continue to assess requests for part time working on a case-by-case basis, with focus on ensuring supporting the return of staff from maternity leave and those with complex family situations.

Children

Objective 1

To ensure the School Improvement Plan has taken into account equality and diversity issues

Objective 2

To monitor and analyse the progress / achievement data of children with English as an additional language to ensure they achieve in line with their peers through implementing strategies and interventions where required.

Objective 3

To monitor and analyse the progress / achievement data of children by area of primary need and act on any trends or patterns that require additional support for children.

Objective 4

To ensure there are improved play facilities for children with physical difficulties.

Monitoring arrangements

The governing body will review and update the equality information we publish on an annual basis.

This document will be approved by the full governing body.

10. Links with other policies

This document links to the following policies:

- Equal Opportunities and Accessibility plan
- School Improvement Plan
- Risk assessment