



"Aiming high to achieve success!"

Equality Information and Objectives Statement

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1 Aims

- 1.1 Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:
 - 1.1.1 Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
 - 1.1.2 Advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - 1.1.3 Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

2 LEGISLATION AND GUIDANCE

- 2.1 This document meets the guidance under the following legislation:
 - 2.1.1 The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
 - 2.1.2 [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
- 2.2 This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3 ROLES AND RESPONSIBILITIES

3.1 The governing board will:

- 3.1.1 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.
- 3.1.2 Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 year.
- 3.1.3 Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.

3.2 The equality link governor **Jenny Davies** .

3.3 She will:

- 3.3.1 Meet with the designated member of staff for equality annually and other relevant staff members, to discuss any issues and how these are being addressed
- 3.3.2 Ensure they're familiar with all relevant legislation and the contents of this document
- 3.3.3 Attend appropriate equality and diversity training
- 3.3.4 Report back to the full governing board regarding any issues
- 3.4 **The Head Teacher will:**
 - 3.4.1 Promote knowledge and understanding of the equality objectives amongst staff and pupils
 - 3.4.2 Monitor success in achieving the objectives and report back to governors
- 3.5 The designated member of staff for equality is **Amanda Pugh**
- 3.6 **The designated member of staff for equality will:**
 - 3.6.1 Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
 - 3.6.2 Meet with the equality link governor annually to raise and discuss any issues.
 - 3.6.3 Support the head teacher in identifying any staff training needs, and deliver training as necessary
- 3.7 As well as this 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

- 4.1 The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- 4.2 Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- 4.3 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 will be recorded in the meeting minutes.

- 4.4** New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually. This is delivered through e learning, staff meetings and INSET training delivered by either internal or external professionals.
- 4.5** 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.

5 ADVANCING EQUALITY OF OPPORTUNITY

- 5.1** As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:
 - 5.1.1** 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)
 - 5.1.2** Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
 - 5.1.3** 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)

6 FOSTERING GOOD RELATIONS

- 6.1** The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:
 - 6.2** Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum.
 - 6.3** This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
 - 6.4** Holding assemblies dealing with relevant issues. Pupils will be encouraged to share their ideas in such assemblies and often showcase work they have completed on these issues.
 - 6.5** Working with our local community and visiting relevant community venues. This often includes places of worship linked to our curriculum.
 - 6.6** 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

6.7 We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach. This includes agencies such as Educate and Celebrate.

7 EQUALITY CONSIDERATIONS IN DECISION MAKING

7.1 The school ensures it has due regard to equality considerations whenever significant decisions are made.

7.2 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:

7.2.1 Cuts across any religious holidays

7.2.2 Is accessible to pupils with disabilities

7.2.3 Has equivalent facilities for boys and girls

8 EQUALITY OBJECTIVES

8.1 **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.**

8.1.1 This objective was chosen to ensure all staff are aware of their responsibilities with regards to equal opportunities at Abbott.

8.1.2 To achieve this we plan to deliver training to all members of both current staff to refresh knowledge around equality.

8.1.3 In order to achieve this a designated member of staff to deliver training has been identified and training is being arranged by this member of staff.

8.2 **To have an expectation that all staff will be role models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.**

8.2.1 This objective was chosen to ensure all staff are aware of their role in challenging prejudice, bullying and stereotyping and make sure behaviour of this kind is always challenged at Abbott.

8.2.2 To achieve this we will ensure all staff are confident in their knowledge through their training to challenge any incidents that could occur.

8.2.3 In order to achieve this staff must be given relevant training as mentioned above.

9 **MONITORING ARRANGEMENTS**

9.1 This document will be reviewed by governing board at least every 4 years.

9.2 This document will be approved by the governing board.

Appendix A: Related Policies and Documents

School Policies:

ACPS-004 Behaviour and Behaviour Principle

ACPS-008 Disability and Equality/Accessibility Plan

ACPS-016 Staff Code of Conduct

Other Policies:

The Key Model Policy: Equality information and objectives