

Equality Information and Objectives Policy - Headley Park Primary School (HPPS)

Cathedral Schools Trust

January 2024

Approved by: LGB **Date:** January 2024

Last reviewed on: January 2024

Next review due by: January 2027

Contents

1. Aims	3
2. Legislation and guidance	3
3. Roles and responsibilities	3
4. Eliminating discrimination	4
5. Advancing equality of opportunity	4
6. Fostering good relations	5
7. Equality considerations in decision-making	5
8. Equality objectives	5
9. Monitoring arrangements	6
10. Links with other policies	6

▪

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

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

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
- 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

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher 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.

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.

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

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)
- 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 for groups to determine strengths and areas for improvement, implement actions in response and publish this information

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
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead 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 pupils with disabilities
- Has equivalent facilities for boys and girls

The school will complete a written record (known as an Equality Impact Assessment) where appropriate (e.g. in developing new policies or planning school activities) to show we have considered our equality duties and asked ourselves relevant questions. The record is completed by the member of staff organising the activity or developing the change in policy.

8. Equality objectives

Objective 1

Undertake an anonymised analysis of governors with regard to race, gender and disability (both current and over the past 4 years) to review the characteristics represented on the Local Governing Body (LGB). Review recruitment opportunities for new governors to ensure the LGB contains a broad representation.

Why we have chosen this objective: Our school community is predominantly White British. We want to identify trends in governor recruitment so that we can identify further ways in which we can diversify our LGB.

To achieve this objective we plan to: Analyse information available to us and identify key trends. Review how we advertise our LGB roles.

Objective 2

Eliminate discrimination

Why we have chosen this objective: Discrimination in any form is not tolerated at Headley Park. While incidents of discriminatory language are very rare, we aim to eliminate it altogether.

To achieve this objective we plan to: Explicitly teach equality issues through the delivery of a high quality PSHE curriculum. We will continue to uphold the school habits and communicate to all members of the community that discrimination will not be tolerated. We also aim to hold multicultural days/engage in project work for parents and pupils.

Objective 3

Raise the profile of different groups of stakeholders within the school community.

Why we have chosen this objective: We want to look for opportunities to enhance and support the curriculum by encouraging visitors from a wide spectrum of the school community. This will help us to celebrate different cultures within the school.

To achieve this objective we plan to: Identify visitors to the school linked to curriculum areas.

Objective 4

Train members of the leadership team involved in recruitment and selection specifically on equal opportunities and non-discrimination in recruitment by the beginning of the next academic year. Training evaluation data will show that those staff have a good understanding of the legal requirements.

Why we have chosen this objective: We want to ensure all staff understand the importance of equal opportunities in recruitment.

To achieve this objective we plan to: Identify online training for key staff to undertake in this area. Provide time for staff to complete training and meet to review key points.

9. Monitoring arrangements

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

This document including the equality objectives will be reviewed by the Local Governing Body at least every 4 years.

This document will be approved by the Local Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan

- Risk assessment