

Dallam School



Equality Information and Objectives Policy

Committee:	MAT Board
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Review Sheet

The information in the table below provides details of the earlier versions of this document and brief details of reviews and, where appropriate, amendments which have been made to later versions.

Version Number	Version Description	Date of Revision
1	Original – based on The Key model policy approved by Forbes Solicitors and developed with NAHT	16/12/2021

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

1. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation identifies 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

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 Trust will:

- Ensure that the equality information and objectives as set out in this statement are published on the school website
 - They will be communicated to staff, students and parents/carers
 - They will be reviewed and updated at least every two years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher
- The Trust Board and Sub-committees will:
 - Familiarise themselves with all relevant legislation and the contents of this document

- Identify any training needs in respect of quality; ensure these needs are recorded and then prompt action taken to address them
- Appoint a link Committee member with a focus on Equality
- The equality Committee member will:
 - Meet with the designated member of staff for equality at regular intervals, to discuss any issues and how these are being addressed
 - Meet with other relevant staff as required
 - Provide an annual written report to the Trust Board

The Headteacher will:

- Ensure that the importance of equality and diversity is given a high profile and regularly reinforced to staff and students
- Promote knowledge and understanding of the equality objectives amongst staff and students
- Track and review the extent to which the school is successful in meeting the objectives
- Include a regular written update to the Trust Board through the Headteacher Report
- Appoint a designated member of staff to support them in promoting knowledge and understanding of the equality objectives amongst staff and students

The designated member of staff for equality will:

- Meet with the equality link whenever required term to raise and discuss any issues
- Provide support in identifying staff training needs
- Make arrangements for staff training and/or trustee/local advisor training as appropriate

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 Trust has clear obligations under the Equality Act 2010 to ensure that school-based provision complies with the legislation and is non-discriminatory.

To ensure that the importance of equality is given a high level of importance we will take regular and appropriate opportunities to reinforce this including:

1. Policies and procedures
 - 1.1 Where relevant, these will highlight the need to ensure equality and avoid any potential discrimination
2. Headteacher reports to the Trust Board
 - 2.1 There will be a section for feedback on how the school is meeting its equality objectives
3. Staff induction and training
 - 3.1 All staff, trustees and local advisors will receive training on equality and diversity during their induction programme
 - 3.2 All staff, trustees and local advisors will receive additional training on inset days, or as required
4. Meetings
 - 4.1 Stakeholders will be mindful of their legal duties under the Equality Act (2010) during meetings, seeking further advice and guidance where required

- 4.2 Where this has featured in discussions, particularly during governance meetings, this will be minuted

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

- Minimising or eliminating disadvantages suffered by people, which are connected to a particular characteristic they have, e.g. transgender individuals or those with disabilities
- Taking appropriate and reasonable steps to meet the needs of people who have a particular characteristic, e.g. enabling students with disabilities full access to the curriculum
- Encouraging people who have a particular characteristic to participate fully in any activities, e.g. ensuring school activities are accessible to all students

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

1. Publish attainment data each academic year showing how students with different characteristics are performing
2. Analyse the above data to:
 - a) Identify key issues or trends
 - b) Take actions to address areas of concern
 - c) Monitor the success of actions
3. Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

6. Fostering Good Relations

The Trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- The curriculum
 - Promoting understanding, tolerance and respect of a range of religions and cultures through different aspects of our curriculum, primarily through RE and personal, social, health and economic (PSHE) education
 - Other curriculum areas such as English, Geography, History and Languages will afford opportunities for our students to become more knowledgeable about other cultures and ways of life
- Assemblies and/or collective worship
 - Our assembly programme in schools will ensure that equality issues are addressed in a thoughtful and considered manner
 - Where appropriate, external speakers will be invited to support provision
- School visits
 - Organising school trips and activities based in and around the local community
- Potential student conflict
 - Dealing promptly and effectively with any tensions between different groups of students linked to protected characteristics.
- Student engagement

- Schools will encourage all students to engage with activities on offer such as music and sports clubs
- We will identify any barriers to participation based on protected characteristics and work to eliminate these

7. Equality Considerations in Decision-making

The South Westmorland Multi Academy Trust commits to paying due regard to equality considerations whenever significant decisions are made and will consider the potential impact of these decisions on particular groups. For example, when a school trip or activity is being planned, each school will consider whether the trip:

- Is accessible to all students including those with disabilities
- Caters for all genders including access to appropriate and equivalent facilities

The school will keep a written record (known as an Equality Impact Assessment) to show they have actively considered their equality duties and actively addressed any relevant questions.

- This will be recorded at the same time as the risk assessment when planning school trips and activities
- The record will be completed by the member of staff organising the activity and should be stored electronically with the completed risk assessment

8. Equality Objectives

The Trust has agreed the following equality objectives:

Objective 1 - to ensure that all trustees, local advisors and staff are aware of current legislation surrounding equality and diversity, and understand their individual and collective responsibilities

Objective 2 - to promote cultural understanding and tolerance of different religious beliefs and ethnic groups

Objective 3 - to promote mental health awareness and develop appropriate support strategies

Objective 4 - commit to closing gaps in attainment and achievement especially for:

- a) Students eligible for Pupil Premium
- b) Students with special educational needs and disabilities
- c) Looked after children
- d) Student from minority ethnic groups

Objective 5 - commit to improving accessibility in all school sites for students, staff and visitors with disabilities, including access to specialist teaching areas

Objective 6 - closely monitor and record incidents involving the use of homophobic, sexist and/or racist language by students

Objective 7 - To regularly review and refine the taught curriculum so that it supports our drive to support equality and diversity

9. Monitoring Arrangements

The South Westmorland Multi Academy Trust will receive regular updates on progress towards meeting equality objectives through:

- Headteacher Reports

- Annual written report by the equality link Committee member
- Verbal updates will be available to sub-committees from the designated member of staff (as required)

Trustees will review the provision and impact identifying any actions identified in the annual report.

Trustees will review and approve the Equality Objectives and Information Policy every two years.

10. Links with Other Policies

This document links to the following policies:

- Accessibility Plan
- Safer Recruitment, Selection and Vetting Policy and Procedures
- Risk Register
- School Behaviour Policy