Equality information and objectives policy

September 2024

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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

Our school aims to promote respect for difference and diversity in accordance with our values:

Kindness: We are kind towards everyone in our Falconer Community and all those who visit us or meet us.
Respect: We treat others the way we would like to be treated - with respect, understanding and patience.
Accepting: We accept all members of our community for who they are, even if we don't agree with them or they are different to us.
Ready to Learn: We always arrive to school ready to learn, demonstrating a positive attitude and prepared to complete our work.
Be Involved: To achieve the extra-ordinary we must get involved in our Falconer Community - in lessons, through clubs, with each other and in helping staff.
Be Resilient: To keep going in spite of challenges or difficulties

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.

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

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. Equality and equity for all is firmly embedded in our ethos

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. providing students with strategies to help them engage in learning or social activities)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling different arrangements for lunch for pupils with sensory difficulties)
- 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 trips and visits)

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

- Analyse the data regarding achievement of those with protected characteristics to determine strengths and areas for improvement, implement actions in response and report this to Governors

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
- Organising school trips and activities based around the local community
- A wide range of prosocial strategies are used based on our Therapeutic approach to support student groups and individuals to have understanding and acceptance of each other

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 ensures all young people wherever possible have access to all school trips for their peers:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities

8. Equality objectives

Objective 1

Create an equalities recruitment group within the school made up of a range of staff groups to support the development of an equal opportunities approach to retention and development

Why we have chosen this objective:

Falconer have a young and inexperienced staff and we would like to ensure we are supporting all our staff to develop and to thereby retain them for as long as possible.

To achieve this objective we plan to:

Hold four meetings between Sept 2024 and Easter 2025 to identify key areas for development in staff CPD and retention. Report findings to Governors in Summer 2025 and include actions agreed in action plan for Sept 2025 and onwards

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective:

We have a number of staff who need support in accessing our environment and would like to ensure that they have all they need to be effective in their roles.

To achieve this objective we plan to:

Review risk assessments and actions plans with all staff who are in this position and ensure actions are robust enough to meet their needs. Further actions to be agreed and a report to Governors for Review by July 2025

Progress we are making towards this objective:

Actions have already been taken based on OH recommendations. These are in the process of being reviewed and will be reported back to the Governing Body in the Spring term 2025

Objective 3

Maintain the representation of teachers from local Black and minority ethnic communities over a 4-year period (from this July to July in 4 years' time), and provide opportunities for them to develop into leadership roles.

Why we have chosen this objective:

We have a number of talented staff who we would like to develop with others in our community

To achieve this objective we plan to:

Line managers to gather information regarding interests in development through the Performance Appraisal process Oct 2024. Information collated and presented to leaders in Dec 2024. Agreed action plan developed and presented to Governors in March 2025. Training and Development programmes in place Sept 2025

Progress we are making towards this objective:

Some staff have already shown an interest in development and are on CPD pathways

Objective 4

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.

Why we have chosen this objective:

Ensure that our processes avoid bias and continue to support a diverse olulation among our staff.

To achieve this objective we plan to:

Allocate all staff involved in recruitment to access the National College training package and to set them deadlines to achieve the training

Progress we are making towards this objective:

National College package of training already in place.

9. Monitoring arrangements

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

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

This document will be approved by Full Governing Body yearly. The items will be reviewed from the objectives as identified in item 8.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN Policy
- Behaviour Policy