

Equality information and objectives

Urmston Grammar



Approved by: Principal

Date: November 2019

Last reviewed on: 4th November 2019

Next review due by: November 2023

Contents

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

1. Aims

Our 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

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 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, students and parents, and that they are reviewed and updated at least once every four years;
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal;
- Attend appropriate equality and diversity training;

The Principal will:

- Promote knowledge and understanding of the equality objectives amongst staff and students;
- Monitor success in achieving the objectives and report back to governors;

- Identifying any staff training needs, and deliver training as necessary;
- Report back to the Governing Body regarding any issues.

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.

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 which are connected to a particular characteristic they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying);
- Taking steps to meet the particular needs of people who have a particular characteristic if this is practical;
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of extra curricular activities);

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

- Each academic year analyse data to show how students with different characteristics are performing to determine strengths and areas for improvement and implement actions in response;
- Make evidence available to staff and governors as required to identify improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying, exclusion data, attendance data);
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students.

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 and in PSHE (personal, Social, Health Education. It also includes activities in other curriculum areas eg students will be introduced to literature from a range of cultures as part of teaching and learning in English/Reading;
- Holding assemblies dealing with relevant issues. Students 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 students within the school. For example, our school council has representatives from different year groups and

is formed of students from a range of backgrounds. All students are encouraged to participate in the school's activities, such as sports, music and other extracurricular clubs.

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 students with disabilities;
- Has equivalent facilities for boys and girls.

8. Equality objectives

In order to meet the statutory requirements to publish information to prepare and publish objectives, we will do this on the school website and raise awareness of the objectives through assemblies, staff meetings and other communications;

Objective 1: *Train SLT 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: To ensure that the recruitment process provides equality of opportunity regardless of gender, race, faith, sexuality or disability

To achieve this objective we plan to: arrange training for Summer 2020

Progress we are making towards this objective:

9. Monitoring arrangements

The Principal will update the equality objectives information we publish at least every year and share these with the Governing Body.

This document will be reviewed and approved by Personnel Committee at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment