



**Woodbrook Vale School
Policy Document**

Equality Information and Objectives Statement

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Contents

	Page
1. Legislation	1
2. The Policy	2
3. Addressing Prejudice Related Incidents	2
4. Responsibility	3
5. Roles and Responsibilities	3
6. The School's Equality Objectives 2024 - 2028	3
7. Recording of Equality Information	3
8. Monitoring Arrangements	4
9. Links with other policies	4

Equality Information and Objectives Statement

1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- a. **Eliminate discrimination** – we will take clear actions that will endeavour to redress any harassment (defined by us as verbal, emotional or physical attacks that happen more than once) and victimisation (defined by us as being singled out to be persistently intentionally harmed) of children¹ or adults that has changed their ability to function in the school environment in their usual way.
- b. **Advance equality of opportunity** – we believe that it is the responsibility of every member of the whole school community to “narrow the gaps” (theirs and/or other people’s) in order to make progress socially, emotionally and academically.
- c. **Foster good relations** – we will draw on and emphasise our common purposes in order support, develop and achieve harmonious relationships across the whole school community.

We will promote 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 development education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature and characters from a range of cultures.

We hold 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.

We work with our local community. This includes organising school trips and activities based around the local community

We encourage and implement initiatives to deal with tensions between different groups of students within the school. For example, our student leadership team has a committee for diversity and draws students from different year groups and a range of backgrounds. Our anti-bullying ambassadors are trained in peer mediation.

1.2 The School fully understands the principle of the Equalities Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- Age;
- Disability;
- Race;
- Sex;
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation;

The school accepts that the Act also provides for protection against discrimination by association, which provides protection for people who are discriminated against because someone close to them falls under the definition of one of the protected characteristics.

¹ “Children” is used to mean “children and young people”

- 1.3 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions. We will not publish any information that can specifically identify any child.
- Use data to determine strengths and areas for improvement, implement actions in response and share this information with stakeholders.
- Make evidence available for identifying and monitoring prejudice related incidents and tracking improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).
- Monitor further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students.

- 1.4 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion and our duties under PREVENT.

2. The Policy

- 2.1 The School's Equality Information and Objectives Statement draws together all previous equality legislation and details how the School is fulfilling the requirements of the Act.

2.2 Principles underlying the implementation of the equalities duty aims

The principle underlying the notion of equality of opportunity is that treating people equally does not necessarily involve treating them all the same, but that the Equality Act requires that account should be taken of people's differing experiences, needs and histories, and of the differing challenges and barriers which they may face.

2.3. 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 (e.g. enabling Muslim students to pray at prescribed times).
- 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 school societies).

3. Addressing Prejudice Related Incidents

The Equality Act also explains that having due regard to the aims to eliminate discrimination and to foster good relations will involve the need to tackle prejudice and promote understanding.

- 3.1 The School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our students and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and record them.

4. Responsibility

- 4.1 We believe that promoting equality is the whole school's responsibility.
- 4.2 School leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for students with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

- 4.3 The School aims to eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it.
- 4.4 The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

5. **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, 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 Headteacher.

The Staff, Finance and Buildings committee will:

- Raise and discuss any issues relating to the equality objectives and monitor how these are being addressed.
- Ensure they are familiar with all relevant legislation and the contents of this document.
- Report back to the full governing board regarding any issues.

The Headteacher will:

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

The SLT will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and students.
- 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 below:

6. **The School's Equality Objectives 2024-2028**

- 6.1 The school is required by law to publish information which demonstrates compliance with the equalities duties and then also prepare and publish specific and measurable objectives.
- 6.2 While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is always taken of the impact of actions and decisions on students and staff with particular characteristics, the School has established the following objectives for the period 2024-2028:
- a. to narrow achievement gaps across all year groups (including disadvantaged and SEND students) by further developing and monitoring the quality of provision as well as the impact of strategies for intervention.
 - b. to redress gender imbalances in terms of subject uptake, achievement and in participation levels in both the taught curriculum and the extra-curricular provision.
 - c. to further develop the student leadership and anti-bullying ambassador work to minimise prejudice and promote harmony and tolerance across the school community.
 - d. Undertake regular audits of school trips and visits to ensure proportionate representation from all protected groups

7. Recording of Equality Information

As part of any development or review of any policy or practice the School will ensure that due regard is given to the requirements of the Equality Act 2010. The school will keep a written record of its consideration of equality duties through the minutes of the governing board, any outcomes will be recorded and actions identified will be monitored. There will also be an appropriate review of the policy or practice.

8. Monitoring arrangements

- The equality information we publish will be updated annually.
- This document will be reviewed and approved by the Staff, Finance and Building Committee at least every four years.

9. Links with other policies

This document links to the following policies:

- Accessibility Plan