

<b>Newbridge School</b>	
Policy title	<b>EQUALITY INFORMATION and OBJECTIVES</b>
Agreed by Trust Board /Committee on (date)	
Signed by Chair Trust on (date)	
Date reviewed	
To be reviewed date	January 2022

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### 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 trust 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, 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 Heads of School

The Heads of School will:

- Promote knowledge and understanding of the equality objectives amongst 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.

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.

The trust body of the school discussed its equality responsibilities under the Act at their meeting in the Spring Term 2018

### **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. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- 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 activities)
- The curriculum and extended school activities are accessible to all pupils regardless of their special educational needs, gender and other personal characteristics.
- Our analysis of pupil performance data tells us that there are no significant differences in the attainment and progress of different groups of learners, e.g. minority ethnic background, boys and girls.

- Bi-Lingual Support Assistants and other staff from minority ethnic backgrounds will support colleagues, pupils and their parents in language and cultural matters. This may include home visits when necessary.
- Our Parent Liaison Officer works with families to support learners access to the school, information and wider community activities.
- The schools Leave of Absence Policy may grant leave to staff to celebrate their main religious holiday.
- We have made provision for staff to pray at agreed times of the day.
- The work of our special educational needs services promotes the equality of opportunity of those with special needs and disabilities in mainstream schools throughout the Borough.

## 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: Pupils explore a range of different cultures and religions through the curriculum, assemblies and educational visits.

For example:

- Regular trips to the places of worship of different religions and visits to the school from local religious leaders. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Holding assemblies dealing with relevant issues. Pupils will be encouraged participate in such assemblies and we will also invite external speakers to contribute
- Performances by visiting musicians and artists from a range of cultures
- Having access to a wide range of resources for learning which celebrate diversity in all its forms.
- The school swimming pools are used by local people with disabilities and community groups.
- Where appropriate, Astrum's Schools pupils have an inclusion programme in a mainstream school
- Groups of pupils from local mainstream schools visit Lower School to share some sessions.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach
- 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 (PSHCE) education, but also activities in other

curriculum areas. For example, as part of teaching and learning pupils will be introduced to literature and resources from a range of cultures

- Working with our local community both within the curriculum and also in the wider life of the school.
- Our upper 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. We also work with parents to promote knowledge and understanding of different cultures and invite them to share celebrations in school.

### **7. Equality considerations in decision-making**

The schools ensure they have due regard to equality considerations whenever significant decisions are made.

The schools always consider 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 and has equivalent facilities for boys and girls

### **8. Equality objectives**

**Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the staffing and pay sub-committee of the trust board.

- Why we have chosen this objective: To ascertain if our current staff team reflect the local community that our schools are situated in and that our pupils come from.
- To achieve this objective we plan to: Review the applicant equality forms that are sent out for all our recruitment. **(lead by HR assistant)**
- Progress we are making towards this objective:

**Objective 2:** Ensure that all our pupils have access to the same opportunities for extended schools activities

- Why we have chosen this objective: To audit the groups of pupils choosing to access the opportunities offered through our extended schools programme and to liaise with the Parent Liaison Officer (PLO) regarding any gaps in take up from any particular need groups.
- To achieve this objective we plan to: Audit the attendance records for out of schools clubs – **(lead by Extended schools manager with PLO)**
- Progress we are making towards this objective:

### **9. Monitoring arrangements**

The CEO/Executive Headteacher will review/update the equality information we publish least every year.

This document will be reviewed by the trust board at least every 4 years where it will be approved.

#### **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessments
- SEN policy
- Staff Code of Conduct
- Inclusion Policy