

# EQUALITY OBJECTIVES



All One In A Million Free School Policies have been devised to ensure that:

- *OIAM core values are at the heart of all we do: Compassion, Honesty, Integrity and Excellence;*
- *Students from all backgrounds and all abilities are welcome;*
- *Each student has the opportunity to flourish and achieve their potential;*
- *We value the individuality of each student within the context of membership of our community;*
- *We are committed to raising educational attainment and improving our students' life chances;*
- *We provide an environment in which all students are self-aware, self-disciplined and confident;*
- *All students will understand how to make a positive contribution to our extended community;*
- *Academic, creative and personal achievement is supported through focus on Sport, Arts and Enterprise.*

**Approved by:** Full Governing Body; Jane Hobbs, Principal

**Last reviewed:** April 2023

**Next review:** April 2026

## **Aims**

The 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;*
- *The School's general duties, with regards to equality, are to: eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. Advancing equality of opportunity between people who share a protected characteristic and those who do not;*
- *Foster good relations across all characteristics – between staff, students, parents, carers and all stakeholders who share a protected characteristic and those who do not share it.*

## **Protected characteristics**

It is unlawful to discriminate against a member of the school community, (student or prospective student) by treating them less favourably because of their:

- *sex*
- *race*
- *disability*
- *religion or belief*
- *sexual orientation*
- *gender reassignment*
- *pregnancy or maternity*

## **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.

## 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/carers, 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.*

The Governing Body, Committees and Forums within School will oversee equality. They will:

- *Discuss issues and ensure these are being addressed;*
- *Ensure they are familiar with all relevant legislation;*
- *Ensure that equality and diversity training remains ongoing.*

The Principal will:

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

The designated members of staff for equality are:

- *Human Resources Manager (staff)*
- *Deputy Vice Principal (students)*

They will:

- *Support the Principal in promoting knowledge and understanding of the equality objectives amongst staff, students, parents, carers and all stakeholders;*
- *Support the Principal in identifying any whole school and community diversity and inclusion training needs, and deliver training as necessary.*

All employees will have regard to this document and to work to achieve the objectives as set out in later sections.

### **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 reminded of their responsibilities under the Equality Act, for example during meetings as appropriate.

### **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 protected characteristic, the School places equal importance on all of them;
- Taking steps to meet the particular needs of people who have a particular characteristic;
- Encouraging all stakeholders who have a particular characteristic to participate fully in activities;

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

- *Produce attainment data each academic year showing how students with different characteristics are performing;*
- *Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information;*
- *Make evidence available identifying improvements for specific groups (e.g., declines in incidents of homophobic or transphobic bullying).*

### **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 acceptance, friendship, understanding and celebration of a range of religions and cultures through different aspects of the curriculum. This includes through corridor/classroom displays, teaching in RE and personal, social, health and economic (PSHE) education, and by way of activities in other curriculum areas and through the school's core values;*

- 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.

### **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 all genders*

This information will be recorded as part of the risk assessment when planning school trips and activities.

### **Accessibility Duty for Disabled Students**

The School will carry out accessibility planning for disabled pupil (the same duties as previously existed under the DDA and now replicated in the Equality Act 2010). The School will implement an accessibility plan aimed at:

- *increasing the extent to which disabled students can participate in the curriculum;*
- *improving the physical environment so that disabled students are able to take part as fully as possible, taking better advantage of education, benefits, facilities and services provided; and*
- *improving the availability of accessible information to disabled students.*

The School will also have regard to the need to provide adequate resources for implementing plans and regularly reviewing them. The Accessibility plan may be a freestanding document but may also be published as part of another document and also contained within the school development plan. The School understands that OFSTED inspections may include a School's Accessibility plan as part of their review.

## **Equality Objectives**

1. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community;
2. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities and Community Links.
3. To close gaps in attainment and achievement between students and all groups of students; boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups;
4. To reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

## **Monitoring arrangements**

The School Business Manager will update the equality information which will be published at least every year. The School Business Manager will remain in continual conversation with key colleagues to help inform this.

This document will be reviewed by a Governor Committee/Full Governing Body at least every four years, or earlier if appropriate.

## **Links with other policies and documents**

This document links to the following policies:

- *Accessibility plan*
- *Risk Assessment*
- *Behaviour for Learning*
- *Anti-Bullying*
- *Child Protection and Safeguarding*