



**Woodbrook Vale School
Policy Document**

Equality Information and Objectives Statement

Date approved by Governors: 19 January 2016

Review Date: Every Four Years Spring Term 2020

Headteacher's Signature: Date:

Print name:

Chair of Governor's Signature: Date:

Print name:

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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.

1.2 The School fully understands the principle of the 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, colour, nationality, ethnic or national origin;
- ❑ Sex (including transgender);
- ❑ Gender reassignment;
- ❑ Maternity and pregnancy;
- ❑ Religion and belief;
- ❑ Sexual orientation; and
- ❑ Marriage and civil partnership (for employees).

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.

Prepare and publish equality objectives - to do this we will collect and monitor data related to the protected characteristics of age, gender, race and disability. This will include the following functions:

- Achievement;
- Attendance;
- Exclusions and
- Prejudice related incidents.

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

- 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. To have due regard for advancing equality of opportunity may entail engaging in positive action.

- 2.3 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. Addressing Prejudice Related Incidents

- 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. Reasonable Adjustments

- 4.1 The School will make reasonable adjustments to meet the needs of disabled students and implement an accessibility plan aimed at:
- a. increasing the extent to which disabled students can participate in the curriculum;
 - b. improving the physical environment of schools to enable disabled students to take better advantage of education, benefits, facilities and services provided; and
 - c. improving the availability of accessible information to disabled students.

5. Responsibility

- 5.1 We believe that promoting equality is the whole school's responsibility.
- 5.2 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.
- 5.3 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.

The School does this by measures that include:

- a. for students - implementation of policies on equal opportunities
- b. for staff - implementation of policies on equal opportunities, recruitment and pay
- c. employing specialist staff to support students with special educational needs or disabilities, and implementing the School's accessibility plan
- d. monitoring of welfare, with intervention and support where required;
- e. taking steps to meet the particular needs of students or staff that have a particular characteristic.

School Community	Responsibility
School/Governing Body	Involving and engaging the School community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	<p>As above including:</p> <p>Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from the School in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.</p>
Senior Leadership Team	<p>To support the Headteacher as above.</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for students.</p> <p>Uphold the commitment made to students and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Support Staff	<p>Support the School and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Headteacher on how students and parents/carers can be expected to be treated.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Students	<p>Supporting the School to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Headteacher on how students and parents/carers, staff and the wider community can be expected to be treated.</p>

6. The School's Equality Objectives 2016-2020

- 6.1 Applying these principles is a key feature of the school's Equality Information and Objectives Statement. 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 taken always of the impact of actions and decisions on students and staff with particular characteristics, the School has established the following objectives for the period 2016-2020:
 - a. to close achievement gaps across all year groups (including disadvantaged and SEND students)
 - b. to redress gender imbalances in terms of subject achievement
 - c. to introduce a range of strategies to increase the motivation of boys

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 body, any outcomes will be recorded and actions identified will be monitored. There will also be an appropriate review of the policy or practice.