Equality information and objectives

Alver Valley Schools

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1. Aims

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and cooperation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and uses the services of the school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

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
- Promote equality and equity across the school based on the United Nations Convention for the Rights of The Child. Through our Six strands learning behaviours Curriculum we actively promote the strands of respect, boundaries, resilience, self-regulation, focus and Independence on a daily basis

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.

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, 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 headteacher

The equality link governor will:

- Meet with the designated member of staff for equality every year, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Executive Headteacher will:

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

Designated member of staff for equality: Executive Headteacher

The designated member of staff for equality will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor annually to raise and discuss any issues
- Identify 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 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

The school has a designated member of staff for monitoring equality issues (Executive Headteacher), and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- 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 clubs)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing e.g. EAL, gender etc
- 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)

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, P4C, Personal Development, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils 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 pupils within the school. For example, our 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, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school actively considers our equality duties and asks ourselves relevant questions. When planning school trips and activities for our children we ensure there is an equal opportunity for all to participate and reasonable adjustments are made for those children with Special Education Needs and disabilities.

8. Equality objectives

Objective 1 *Further develop the curriculum, so equality, equity and diversity is promoted across all foundation subjects..*

To achieve this objective we plan to: All pupils, irrespective of their background, can have access to a curriculum and culture that supports their identity. Ensure a diverse range of key figures in the fields of for example art, history and science, who have made a significant contribution to their subject are recognized.

Objective 2: Continue to develop the school provision for EAL children and their families.

To achieve this objective we plan to: Work with all stakeholders to identify barriers and support needed.

Work with a range of professionals to support the provision for learners.

Objective 3: *Ensure reasonable adjustments continue to be made for all pupils and staff with disabilities or medical needs and ensure any disadvantages they may experience are addressed.*

To achieve this objective we plan to: Review the current provision for all pupils and staff who meet this criteria and the support we offer operationally as well as for mental health & well-being. Reasonable adjustments for pupils are made through the SEND policy.

Objective 4: *Ensure all staff and governors involved in the recruitment selection have a thorough understanding of the legal requirements, safeguarding duties and equality and diversity, so that the recruitment process is fair and robust.*

To achieve this objective we plan to: Monitor and review the interview process, (ie: sample shortlisting), making adjustments as required. Refer to the Employment Equality policy found in the Manual of Personnel practice.

9. Monitoring arrangements

The Alver Valley Schools governing body and school Equalities lead will update the equality information we publish, at least every year.

This document will be reviewed by the Equality Lead and reviewed by the governing body at least every 4 years.

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy
- Employment Equality policy (MOPP)