

# Rumworth School



## Equality Information & Objectives 2017-18

**Approved by:** Governors

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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](#).

## 3. 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, 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
- Nominate a Link Governor for Equality, and display this information within the Governing Body information on our school website

The headteacher, assisted by the Additional Access Co-ordinator and SENCo, 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.

Our School Vision Document underpins the philosophy of our inclusion principles, and all our work is guided by these.

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 academic year.

The school has designated staff for monitoring equality issues (currently the headteacher, Additional Access Co-ordinator and SENCo), and an equality link governor. They liaise regarding any issues and will then 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 additional needs and/or 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 if they or their families request for them to do so)
- 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)

## 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 wider curriculum offer. This includes teaching in discrete curriculum areas such as RE and PSD, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading and in Music and Art, pupils will be introduced to literature, music and art from a range of cultures
- Holding assemblies dealing with relevant issues, with students encouraged to take a lead in such assemblies where appropriate
- Working with our local community and organising school trips and activities based around the local community where appropriate
- Encouraging and implementing initiatives to encourage tolerance and cooperation between all students 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 clubs and playground activities.

## 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
- Cuts across any religious holidays

## 8. Equality objectives

We have chosen the following objectives in order to ensure that we are an inclusive organization for our workforce, as well as for our students:

**Objective 1:** *To have in place a model reasonable adjustment agreement that would be applicable for any staff with disabilities, to meet their needs better and ensure that any disadvantages they may experience are addressed.*

Timescale: By the end of February 2018

Responsibility for this: Headteacher, Director for Strategic Development

**Objective 2:** *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Timescale: By September 2018

Responsibility for this: Head teacher, Governing Body, Director for Student Progress (has oversight of staff training)

**Objective 3:**

*Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by January of next year, to help address the under-representation of people with disabilities in the school workforce.*

Timescale: By the end of February 2018

Responsibility for this: Headteacher, Director for Strategic Development

## **9. Monitoring arrangements**

The headteacher will ensure that we update the equality information that we publish on our school website at least every year.

This document will be reviewed by the Governing Body or a nominated Committee of the Governing Body least every 4 years.

This document will be approved by the headteacher and ratified by the Governing Body or a nominated Committee of the Governing Body.

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

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Rumworth School Vision Document that sets out our values, ethos and inclusion principles