



Newlands CofE School Federation



Roots to grow... wings to fly

Equality information and objectives

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Date for interim review: Spring 2023

STATUS: STATUTORY

REVIEW: EVERY 4 YEARS

COMMITTEE: SAFEGUARDING

Equality information and objectives

Reviewed: Spring 2022	Next Review: Spring 2023	Committee: Safeguarding	Status: Statutory
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1. Aims

Newlands CofE School Federation comprises Shere CofE Infant School and Nursery and Clandon CofE Primary School. The Federation aims to meet its obligations under the Public Sector Equality Duty (PSED) 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 Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout both schools, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The equality link governor is the Chair of the Safeguarding Committee. They will:

- Meet with the designated member of staff for equality every 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 Body regarding any issues
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The Headteacher will:

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

The designated member of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor annually to raise and discuss any issues

- Support the Headteacher in identifying any staff training needs and deliver training as necessary

All Federation 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 Federation 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 Federation has a designated member of staff for monitoring equality issues, and an equality link governor. They 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 Federation aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that 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 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 Federation will:

- Analyse attainment and progress data to track groups of pupils with particular characteristics, identifying strengths and areas for improvement and implementing actions in response.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).

6. Fostering good relations

The Federation 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, RSE, citizenship and personal, social, health and economic (PSHE) education, 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 acts of worship and 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 communities. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around our local communities
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the schools. For example, our school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in each school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7. Equality considerations in decision-making

The Federation ensures it has due regard to equality considerations whenever significant decisions are made.

The Federation always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the relevant school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The Federation keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives 2022-2023

Objective 1:

To ensure the Federation has a robust and coordinated response to sexual abuse and sexual harassment within the school communities.

Why we have chosen this objective: to reduce the risk of any member of either school community being a victim or perpetrator of sexual abuse and harassment, assuming '**it does happen here**'. To ensure that all incidents of sexual harassment and sexual abuse are dealt with appropriately.

To achieve this objective, we plan to:

- Conduct an internal review to understand the extent and nature of any sexual abuse and harassment within the Federation.
- Plan and publish a universal offer to all members of our school communities, including the content of our curriculum.
- Ensure children and adults have confidence to report abuse and harassment.
- Ensure our Whistleblowing Procedure contains clear procedures for reporting concerns.

Objective 2:

Have in place a reasonable adjustment agreement for all staff with disabilities by July 2022, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: to ensure staff with disabilities are confident about raising issues and challenges with colleagues, senior leaders and governors and are well supported within the workplace and wider federation.

To achieve this objective, we plan to:

- Share this policy with all staff.
- Ensure effective line management is in place.
- Include questions about issues and challenges through appraisal and supervision.
- Make good use of the Occupational Health service.
- Draw up reasonable adjustment plans with staff.

Objective 3:

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.

Why we have chosen this objective: to ensure that our recruitment process is equitable and transparent.

To achieve this objective, we plan to:

- Secure appropriate training for senior leaders and the Governing Body.

Objective 4:

Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by January 2023, to help address the under-representation of people with disabilities in the school workforce.

Why we have chosen this objective: to ensure our organisation is viewed as a one which upholds equal opportunities and encourages applications from people with disabilities.

To achieve this objective, we plan to:

- Review current adverts, applications forms and supplementary information.
- Add the Two Ticks symbol to paperwork and school websites.

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

This document will next be reviewed by the Governing Body in Spring 2023 to ensure that Equality Objectives for 2022-2023 have been met.

This document will be approved by Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Recruitment policy
- Behaviour policy
- Safeguarding policy