



Equality information and objectives policy

2023 – 2024

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1. Aims

Our school 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

Our school aims to promote respect for difference and diversity in accordance with our values of inclusion and access for all.

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
- 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

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.

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 that are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities.

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups.
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

- The school structure, incorporating a large enhanced resource provision catering for students with moderate to severe SEND brings with it the potential to help young people understand difference. We aim for the maximum possible integration of these students into the life of the school, both for their benefit and to help others understand difference.

- We work in a rural, largely white British, area. We work hard to open students' eyes to the world beyond the hills of the High Peak through our curriculum and enrichment activities.
- We take every opportunity to introduce students to difference, with trips abroad, and visits of students from other countries to our school.
- Through our carefully planned Philosophy and Ethics Curriculum we aim to introduce students to religious differences, something they are not exposed to in the local area, and to foster good relations with other religious groups.

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 planning the school curriculum or organizing trips or enrichment activities. The school carries our equality impact assessments as required.

8. Equality objectives

Objective 1

Work to further adapt the school buildings to meet the needs of the increasing numbers of students with disabilities who attend our school.

Objective 2

Work to further adapt the curriculum to meet the needs of students who join the school with increasingly complex learning disabilities.

Objective 3

Continue to develop our learning for life programme to help our students understand and be comfortable with difference.

Objective 4

Ensure that our recruitment processes continue to increase diversity across all of the protected characteristics in school.

9. Monitoring arrangements

The school will update the equalities information that we publish at least once a year.

This document will be reviewed by governing boards' resources and personnel committee at least every 4 years.

This document will be approved by governing boards' resources and personnel committee.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policies
- School Improvement Plan
- Safeguarding Policy
- Behaviour Policy