



Denmark Road High School

Equality Information and Objectives Policy


2020-2021

Approved by:

Trust Board

Date: 24.9.2020

Signed:

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September 2020
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Date: 24.9.2020

Last reviewed on:

Next review due by:

September 2021 (Government requires every four years. Given current prominence of Equality Objectives, review will be annual)

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.

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The Headteacher will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, Trustees, pupils and parents, and that they are reviewed and updated at least once every four years.
- Take responsibility for monitoring the achievement of the objectives on a daily basis.

The Headteacher will:

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

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 Trustees are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

Staff regularly receive training on Equality and Diversity issues and a number of staff actively contribute to working party groups championing this area of school life.

We are committed to equal opportunity as an employer. We ensure that all policies and procedures benefit all employees and potential employees in all aspects of their work including recruitment and promotion and in continuing professional development.

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 homosexual 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 societies).

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

- Produce attainment data each academic year showing how pupils with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available to relevant bodies 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 PSHE and Tutorials but also activities in other curriculum areas.
- 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 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 parliament 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. 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 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:

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

8. Equality objectives

Objective 1: As our student profile continues to change, ensure that we appropriately support the growing number of students identified as English Additional Language (EAL). This will be a key focus of our T&L Plan.

Objective 2: Continue to identify as a school how we can best support students and staff from the LGBTQ+ community. The school will seek guidance from 'Stonewall' in this area and implement action accordingly. Staff will receive appropriate training and a member of staff will work as an 'inclusion' link with the active LGBTQ+ student society.

Objective 3: Although any gender attainment gaps at DRHS are smaller than national statistics, SLT and T&L Committee will produce and analyse appropriate data, working together to identify how this gap can be further reduced.

Objective 4: Continue to identify as a school how we can enhance our inclusive curriculum, particularly to include relevance for the BAME communities and history.

9. Monitoring arrangements

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

This document will be reviewed by the Headteacher at least every 4 years.

This document will be approved by Trustees at a convened meeting.

10. Links with other policies

This document links to the following policies:

- Accessibility plan.
- Staff Code of Conduct.
- School Behaviour Policy.
- Supporting Pupils with Medical Conditions.
- Anti-bullying Policy.