



Rainbow Education Multi Academy Trust

Policy number: 04

Equality Objectives

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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

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 Local Academy Council 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

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

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 Local Academy Councillors (LAC) 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.

The school has a designated member of staff for monitoring equality issues. 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 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 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:

- Present 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 identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Present 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 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, 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 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
- 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 and all children

8. Equality objectives

Our equality objectives are on a 3 year cycle and are reviewed annually.

Our equality objectives are:

Objective 1

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extracurricular opportunities .

Why we have chosen this objective:

- We believe that children benefit from a wide range of opportunities that will promote their SMSC development

To achieve this objective we plan to:

- We aim to meet this objective with particular reference to issues of equality and diversity – see PSHCE scheme of work.

Progress we are making towards this objective:

- The school has a clear curriculum in place and a clear outline of SMSC opportunities within the curriculum.
- Extra Curricular activities promote SMSC

Objective 2

- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum – see planning cycle.

Why we have chosen this objective:

- We believe that it is imperative to staff and children's development to understand what equality is so that everyone is treated fairly and equally

To achieve this objective we plan to:

- This will be taught through all aspects of the curriculum

Progress we are making towards this objective:

- The curriculum clearly supports equality and diversity and teaching is embedding this with the children.

Objective 3

- To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.

Why we have chosen this objective:

- We want staff and children to be fluid in thought and aware of differences between people and celebrate diversity

To achieve this objective we plan to:

- This will be taught through all aspects of the curriculum

Progress we are making towards this objective:

- The curriculum clearly supports equality and diversity and teaching is embedding this with the children.

Objective 4

- To narrow the gap in attainment in all subjects between different groups (boys and girls, pupil premium and non pupil premium).

Why we have chosen this objective:

- We want all children to achieve well, no matter their background or circumstances

To achieve this objective we plan to:

- This will be taught through all aspects of the curriculum, targeted support will be provided to key groups

Progress we are making towards this objective:

- Gaps are closing between groups

Objective 5

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.

Why we have chosen this objective:

- We want all children to achieve well, no matter their background or circumstances and to benefit from a rich variety of experiences that promote wider learning.

To achieve this objective we plan to:

- Carefully planned trips and experiences

Progress we are making towards this objective:

- All children are accessing a wider range of trips and experiences

Objective 6

- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.

Why we have chosen this objective:

- We want no children to be discriminated against and no bullying to occur, and if it does that it is dealt with quickly

To achieve this objective we plan to:

- A clear behaviour policy, teaching children about bullying

Progress we are making towards this objective:

- We have clear flowcharts in place

Objective 7

- To tackle prejudice and promote understanding in relation to people with disabilities.

Why we have chosen this objective:

- We want no children to be discriminated against and no bullying to occur, and if it does that it is dealt with quickly. We want to make sure children understand about disabilities

To achieve this objective we plan to:

- Promote understanding through our PSHE curriculum

Progress we are making towards this objective:

- Our curriculum is clear and includes all aspects of discrimination



9. Monitoring arrangements

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

This document will be reviewed and approved by Rainbow Education Multi Academy Trust (REMAT) at least every 4 years.

10. Links with other policies

This document links to the following policies:

Accessibility plan