

Equality Information and Objectives



Approved by: The Full Governing Body

Date: 17th November

Signed

A handwritten signature in blue ink, appearing to read 'G. Minis', is written over a white rectangular background.

Howard Park Community School

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Equality Information and Objectives

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

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](#)

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
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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

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.

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:

- Publish 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)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 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



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

Equality Objectives

Equality Objectives				
 To increase awareness of the whole school community of different cultures and backgrounds.		Strategic Lead: JP/SM		
Success Criteria	Actions	Protected Group	Target Group	Review Date
Children will be able to talk about our school culture and those of other communities and cultures, about diversity and the positive contribution to society that differences, and diversity bring.	Focus through assemblies, school values to reinforce the positive messages. To engage in programmes that support learning about different cultures and backgrounds (e.g. Carry My Story)	All	All pupils	Academic July 2023
Evaluation				
 Develop an effective mental health and wellbeing strategy so that pupils are resilient and to support good mental health and wellbeing		Strategic Lead: JP/SM		
Success Criteria	Actions	Protected Group	Target Group	Review Date
The promotion of positive mental health and wellbeing is evident throughout school and is witnessed by visitors to school. Pupils can speak positively and relate the work in school to support and	Member of staff to be trained as a Mental Health Lead Promoting positive role models amongst the school community for mental health Signposting to external agencies where appropriate	All	All pupils	July 2023

promote positive mental health and wellbeing.	Developing a culture within school that promotes positive mental health			
Evaluation				
 Maintaining and extending opportunities for 'Pupil Voice' – creating a safe environment where pupils can speak about difficult/controversial issues.		Strategic Lead: JP/SM		
Success Criteria	Actions	Protected Group	Target Group	Review Date
Pupils are provided with clear opportunities throughout school to express their views. Pupils can relate their stories of being listened to.	Pupil voice questionnaires Wellbeing questionnaires School Council	All	All pupils	July 2023
Evaluation				

Monitoring And Evaluation

The Governing Body reviews this policy every three years. They may, however, review the policy earlier than this if the government, or the LA, introduces new regulations, or receives recommendations on how the policy might be improved.

The objectives within this policy will be reviewed annually and may be carried over as part of the 4 year plan.

Links With Other Policies

This document is linked to the following policies:

- Accessibility Plan
- School Development Plan