Equality Information & Objectives Policy

Date effective	September 2026
Review Cycle	2 Yearly
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Committee approved by	Foxford Local Governing Body
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Date	Notes

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.

Under the Equality Act 2010, the protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In relation to pupils, schools are particularly required to have regard to disability, race, religion or belief, sex, pregnancy and maternity, gender reassignment and sexual orientation.

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, students and parents
- Ensure that the published equality information is updated and that the objectives are reviewed and updated at least every two years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Marian Simpson. They will:

- Meet with the designated member of staff for equality every term, 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 board regarding any issues

The headteacher will:

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

Nicola Green is the designated member of staff for equality, she will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and students
- Meet with the equality link governor every term to raise and discuss any issues

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.

New staff receive training on the Equality Act as part of their induction.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

The school does not tolerate discrimination, harassment, victimisation or prejudice relating to any protected characteristic. Allegations of discriminatory behaviour will be investigated promptly and addressed through the appropriate school policies and procedures.

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. students with disabilities, or gay students who are being subjected to homophobic bullying)
- 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 (e.g. encouraging all students 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 students with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Monitor relevant information including attainment, progress, attendance, behaviour, suspensions, exclusions and participation rates to identify any inequalities and inform actions to address them.

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, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students 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 students within the school. For example, our school council has representatives from different year groups and is formed of students from a range of backgrounds. All students 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 will give due regard to equality considerations when developing policies, making strategic decisions and reviewing practice.

Where appropriate, leaders will consider the potential impact of decisions upon groups who share protected characteristics and will take reasonable steps to mitigate any adverse effects identified.

Evidence of this consideration may be recorded through policy review processes, governor minutes, consultation activities and equality impact assessments where deemed appropriate.

8. Equality objectives

Objective 1

Ensure all new staff are aware of their responsibilities under the Equality Act and the importance of equality to the school, through equality training as part of new staff induction.

Objective 2

Continue to develop an inclusive school culture through curriculum, assemblies and enrichment opportunities which actively promote respect, tolerance and understanding of protected characteristics.

Objective 3

Work to eliminate discrimination by providing equality and diversity training to all staff as appropriate.

Objective 4

Monitor attainment and progress data for groups with protected characteristics and implement strategies to reduce any identified gaps in outcomes.

9. Monitoring arrangements

The head teacher will monitor the objectives and report to governors.

10. Links with other policies

This document links to the following policies:

- Staff Code of Conduct
- Equal Opportunities Policy
- Recruitment & Selection Policy
- Safer Recruitment Policy Statement
- Anti-bullying Policy
- Behaviour for Learning Policy
- SEND & Inclusion Policy
- Spiritual, Moral and Social Policy
- Relationships & Sex Education Policy