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Equality Information and Objectives policy

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| **Written by:** | **Rob Stevenson** | **Date: December2024** |
| **Last reviewed on:** | **NEW** | |
| **Approved by:** | **Andrew Powell (Proprietor)** | |
| **Next review due by:** | **December 2025** | |

# Aims

Our provision 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 provision aims to promote respect for difference and diversity in accordance with our values, such as Nurture, Trust and Independence

# Legislation and guidance

This document meets the requirements under the following legislation:

* [The Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents), which introduced the Public Sector Equality Duty and protects people from discrimination
* , which require provisions 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](https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools).

# Roles and responsibilities

The Proprietor will:

* Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the provision, including to staff, learners 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 learners
* Monitor success in achieving the objectives and report back to Proprietor

All provision staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

# Eliminating discrimination

The provision 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 Proprietor are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting is recorded in the meeting minutes.

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# Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the provision 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. learners with disabilities, or gay learners 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 learners to pray at prescribed times)
* Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all learners to be involved in the full range of provision societies)

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

* 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 (e.g. declines in incidents of homophobic or transphobic bullying)

# Fostering good relations

The provision 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.
* Holding discussions dealing with relevant issues. Learners will be encouraged to take a lead in discussions.
* Encouraging and implementing initiatives to deal with tensions between different groups of learners within the provision. All learners are encouraged to participate in the provision’s activities. We also work with parents to promote knowledge and understanding different cultures

# Equality considerations in decision-making

The provision ensures it has due regard to equality considerations whenever significant decisions are made.

The provision always considers the impact of significant decisions on particular groups. For example, when a provision trip or activity is being planned, the provision considers whether the trip:

* Cuts across any religious holidays
* Is accessible to learners with disabilities
* Has equivalent facilities for boys and girls

***The provision keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning provision trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.***

# Equality objectives

Objectives will be decided at the end of our first year, following analysis of current staffing, current learners and any issues identified.

# Monitoring arrangements

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

This document will be approved by the Proprietor.

# Links with other policies

This document links to the following policies:

* Accessibility plan
* Risk assessment
* Behaviour policy