# Equality Information and Objectives

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| **Date:** | January 2018 |
| **Date approved by Management Committee:** | |
| **Signature of Chair of Management Committee:** | |
| **To be reviewed:** | Every four years |

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## Aims

The Link 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

## 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.

### 3. Roles and responsibilities

The Management Committee will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, learners, parents and carers, and that they are reviewed and updated at least once every four 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 amongst staff and learners

Monitor success in achieving the objectives and report back to governors

The designated member of staff is Sarah Davison for equality will:

Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and learners

Meet with the equality link Management Committee member every term to raise and discuss any issues

Support the headteacher in identifying any staff training needs, and deliver training as necessary

All Link School staff are expected to have regard to this document and to work to achieve the equality objectives as set out later in the document.

**Eliminating discrimination**

The Link 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 Management Committee members are aware of their responsibilities under the Equality Act, and these may be referred to during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The Link School has a designated member of staff for monitoring equality issues, and an equality link Management Committee member. They regularly liaise regarding any issues and make senior leaders and Management Committee members aware of these as appropriate.

**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. 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
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the Link School will:

- Analyse attainment data each academic year showing how learners with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

**Fostering good relations**

The Link 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, learners will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of learners within the school. For example ……..

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We have supported staff in attending training courses to acquire knowledge about particular characteristics, which helps inform and develop our approach

**Equality considerations in decision-making**

The Link 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 learners with disabilities

Has equivalent facilities for boys and girls

## The Link School's Equality objectives for 2017/2018

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July 2018, and report on this to Personnel Committee.

Have in place a reasonable adjustment agreement for all staff/learners who are LGBTQ or have disabilities and by July 2018, to meet their needs better and ensure that any disadvantages they experience are addressed.

Promote inclusivity through raising the awareness of the mental health issues across the school and ways in which the school can support staff and learners with these issues.

**Monitoring arrangements**

This document will be reviewed by the Management Committee at least every 3 years.

This document will be approved by the Management Committee.

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