

# Equality Information and Objectives

Forest Skies Federation

Approved by **forbesolicitors.**



|                     |                                                                       |                      |
|---------------------|-----------------------------------------------------------------------|----------------------|
| Approved by:        | Brian Main (CoG)<br>Naomi Haughton<br>Joanne Bingwa<br>Matthew Davies | Date: September 2022 |
| Last reviewed on:   | September 2018                                                        |                      |
| Next review due by: | September 2026                                                        |                      |

# Contents

|                                                    |   |
|----------------------------------------------------|---|
| 1. Aims .....                                      | 2 |
| 2. Legislation and guidance .....                  | 2 |
| 3. Roles and responsibilities .....                | 2 |
| 4. Eliminating discrimination .....                | 3 |
| 5. Advancing equality of opportunity.....          | 3 |
| 6. Fostering good relations .....                  | 3 |
| 7. Equality considerations in decision-making..... | 4 |
| 8. Equality objectives .....                       | 4 |
| 9. Monitoring arrangements.....                    | 5 |
| 10. Links with other policies.....                 | 6 |

---

## 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](#).

## 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, 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 equality link governor is Jude Smith. They will:

- Meet with the designated member of staff for equality twice an academic year, and other relevant staff members, to discuss any issues and how these are being addressed
- 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

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every twice an academic year to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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, and all staff receive refresher training every September as part of the new academic year process.

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.

## 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:

- 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

## 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

The school 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 school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

### Protected Characteristics

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

We want our pupils and members of our community to feel safe from discrimination and feel valued as unique individuals.

We do this through:

- A broad and balanced, inclusive curriculum
- Treating all members of the community fairly
- Exposing our pupils to concepts and ideas which may challenge their understanding and encourages them to be accepting of difference and promotes positive inclusive attitudes
- Encouraging an environment of openness and discussion

Forest Skies Federation is committed to ensuring equality of provision throughout the school community. To achieve this, our **Equality Objectives 2022-2026** are as follows:

### Objective 1

To monitor and analyze pupil achievement by groups including, but not limited to, race, gender and disability, and act on any trends or patterns that require additional support or adaptations for pupils.

Measurement: There are no significant gaps between groups of pupil achievement.

Action: Where this occurs, pupil progress meetings and other monitoring opportunities, ensures immediate action is taken to reduce the attainment gaps.

### Objective 2

To provide a framework of opportunities and experiences that ensure no pupil is disadvantaged by their background or social circumstances, to ensure pupils achieve personal and educational goals.

Measurement: The school creates a pathway of goals for the pupils to achieve by the time they leave Year 6.

Action: Build this pathway through the Hive Project and Personal Development project with all stakeholders.

### Objective 3

To create opportunities where pupils (and other members of the community) feel able to discuss celebrate their uniqueness.

Measurement: Number of pupils engaged in these activities is recorded and increasing.

Action: Pupil active involvement in events such as assembly, unique opportunity events, lessons and enrichment.

### Objective 4

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Measurement: 100% of all staff and governors accessed and completed training on equal opportunities.

Action: All stakeholders given training access and able to present this at relevant meetings.

## 9. Monitoring arrangements

The governing board & headteacher will update the equality information we publish, described in sections 4 to 7 above, at least every year.

This document will be reviewed by governing board at least every 4 years.

This document will be approved by governing board.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment