

Equality Information and Objectives

Birchwood Community High School

Policy owner:	Alan O'Reilly, School Business Manager
Governing body oversight:	Full Governing Body
Date of approval:	May 2022
Date of next review:	May 2025

Aims

1. 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

2. 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 and complies with our funding agreement and articles of association.

Roles and responsibilities

3. 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.

4. 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.
5. All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

Eliminating discrimination

6. The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
7. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. 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.

Advancing equality of opportunity

8. 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.
 - 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.
9. In fulfilling this aspect of the duty, the school will:
 - Review attainment data each academic year showing how pupils with different characteristics are performing to determine strengths and areas for improvement, implement actions in response and publish this information.
 - Make evidence available identifying improvements for specific groups.

Fostering good relations

10. 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 EPR, 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.

Equality considerations in decision-making

11. The school ensures it has due regard to equality considerations whenever significant decisions are made. The school 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.
 - Cuts across any religious holidays.

Equality objectives

- 1 Develop a knowledge-rich curriculum that is ambitious and designed to give all students, particularly those who are disadvantaged and including those with SEND, the knowledge and cultural capital they require to succeed in life.

- 2 Improve attendance with a focus on the disadvantaged students and SEND students.

- 3 Improve the student leadership offer across all subjects with a focus on the disadvantage student take up and SEND student take up.

- 4 Refine training on safeguarding for governors, staff, students and parents.

- 5 Secure robust strategies to manage the behaviour, work ethic and attendance of all students.

Monitoring arrangements

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