



St John Bosco
ARTS COLLEGE

Equality Information and Objectives

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for students.

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- As a public organisation, we are required to:
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve these objectives.

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

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](#).

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
- 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're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training as required

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 members of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- 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.

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.

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.

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
- 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 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
- Implement targeted interventions and support mechanisms where data analysis identifies gaps in attainment or participation for specific groups, ensuring measurable impact is monitored and published annually
- 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

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
- We will regularly evaluate the impact of our curriculum and community activities on pupil attitudes and relationships through surveys and focus groups, adapting our approaches based on pupil feedback

Equality Objectives

Our Equality Objectives are:

Objective 1: To promote equality, celebrate diversity and to be fully inclusive. We will aim to achieve this by:

- Being champions for our more vulnerable students, those who are disadvantaged, looked after (or previously looked after) or have SEND
- Ensuring that we are fully educated around the diverse needs of our students by exploring the latest research and having appropriate staff training including training on unconscious bias and inclusive teaching strategies to further embed equity in classroom practice.
- Having a curriculum that is inclusive and does not discriminate against groups of students or individuals
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- To provide an environment that welcomes, protects and respects diverse people
- Ensuring that all students are given the opportunity to make a positive contribution to the life of the school

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- To address cultural events through assemblies to increase student awareness and understanding of issues in different communities
- Providing opportunities for students, and their parents, to share their views and acting upon their suggestions
- Providing quality first teaching that meets the needs of all students and allows them to enjoy successful outcomes
- Providing a comprehensive CEIAG programme that broadens horizons and explores a range of career options for the students
- To seek to encourage diversity within our school community and workforce.
- To establish a diversity working party comprising pupils, staff, parents, and governors to regularly review whole school practice, develop awareness of diversity, and celebrate cultural and protected characteristic differences

Objective 2: to promote equal opportunities for all staff, including staff development through:

- Transparent recruitment procedures which are open and encourage all eligible applicants for internal and external posts
- Ensure that staff are not discriminated against on any grounds: gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity
- Regular, meaningful professional development opportunities for all staff
- Commitment to Investors in People
- Providing opportunities for all staff to share their views and, where appropriate, act upon their suggestions
- To actively seek to reduce unnecessary workload to support work-life balance
- To promote the well-being of all staff through the 'Well-being Group'
- To regularly offer staff training on equality and diversity, including through the work of the diversity working party.

Monitoring Arrangements

This document will be reviewed annually by the Senior Leadership Team and reported to the governing body, with equality objectives reviewed and updated every 4 years. Progress towards objectives will be reported termly to governors and shared with staff and pupils."

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Safeguarding and Child Protection policy
- Behaviour policy
- Anti-Bullying and Child-on-child abuse policy.