Equality information and objectives
The Viaduct Federation

Approved by:	The Governing Board	**Date:**	Spring 2024
Next review due by:	Spring 2028		

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

Our school aims to promote respect for difference and diversity in accordance with our values, such as being proud of who you are with a sense of belonging; being a team player and learning together; being a skillful and successful learner.

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 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

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.

The schools headteachers monitor equality issues. They regularly liaise regarding any issues and make 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)

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

8. Equality objectives (reviewed Spring 24 – next review date Spring 28)

Objective 1

Have in place a reasonable adjustment assessment for all staff with disabilities, to meet their needs and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective:

- To ensure are making the reasonable adjustments necessary
- To remain a workplace focused on getting the best from our employees

To achieve this objective we plan to:

- Review individual assessments alongside appraisals (or more frequently as required) to ensure that we are meeting the individuals needs where reasonable practicable.

- Create an open door policy, where staff feel able to share their needs through annual training

Progress we are making towards this objective:

- We will continue to buy Occupational Health package from our HR provider to refer individuals as new diagnosis arise. This will help to steer us on reasonable adjustments that could be made
- Use the information provided from Occupational Health to create our assessments that can be reviewed annually (or sooner).

Objective 2

Train all members of staff and governors on equal opportunities and non-discrimination on an annual basis. Training evaluation will show that those attending have a good understanding of the legal requirements.

Why we have chosen this objective:

- To ensure that our staff team is fully aware and supportive of equality and diversity
- To keep our diverse staff team's understanding current and relevant

To achieve this objective we plan to:

- We will buy an online training package that will be completed annually. The training will include a quiz to ensure the key points are understood.

Progress we are making towards this objective:

- We will keep an annual register of training and give updates/reminders at staff and governing board meetings

Objective 3

To ensure enrichment and out of school activities are made accessible to all pupils, including those with disabilities and special educational needs, to eliminate discrimination and ensure the best possible educational outcomes

Why have we chosen this objective?

- The school has an increasing number of pupils with Special Educational Needs and Disabilities.

To achieve this objective we plan to?

- Ensuring consideration is given to equality when arranging school visits and school-based activities;
- Addressing any barriers to pupils' engagement in school visits and school-based activities through the planning and risk assessment processes.

Progress we are making towards the objective?

- Registers for visits and school events show that pupils with disabilities, and special educational needs are fully involved in the wide range of activities the school offers. This is supported by extra staff appointed.

Objective 4

To improve knowledge, understanding and attitudes to enable pupils to appreciate and value difference and diversity

Why we have chosen this objective:

- Currently, there is a mix of ethnic groups within the schools, there is also a representation of pupils from different groups including both genders, pupils with a disability and pupils from different faiths.

To achieve this objective we plan to:

- Promoting equality with regard to race, gender, disability, religion and ethnicity in our school curriculum and values.
- Monitoring and evaluating pupils' attitudes and knowledge around diversity and equality.

Progress we are making towards this objective:

- Leaders will monitor coverage of equalities through curriculum monitoring and assembly monitoring. Behaviour records will be monitored and reported to the governing board where there are concerns, these will be addressed with follow-up support to individual pupils.

9. Monitoring arrangements

This document will be reviewed by headteacher every year.

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN Policy
- Behaviour Policy