

# Equality information and objectives policy: 2025-2028



Approved by:

Full Governing Board

Date: 25<sup>th</sup> March 2025

Last reviewed on:

Next review due by:

31st March 2026

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### 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, harassment, victimisation 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 a relevant protected characteristic
- › Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values, such as kindness, honesty and respect.

### 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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance](#)

[from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.](#)

### 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/carers
- › 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 **Mohsin Sulehari**. They will:

- › 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
- › 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
- › Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The designated member of staff for equality, **Simone Thomas**, will:

- › Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- › Meet with the equality link governor every term 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 year.

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
- › 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 data referenced above 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

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics, taking into account the profile of staff at different stages of employment including recruitment, training, promotion and leavers, applications for flexible working and their outcomes for staff with different protected characteristics, attendance, grievances and disciplinary issues and complaints of discrimination and other prohibited conduct, policies and programmes in place to address equality concerns from staff and information from staff surveys.

## 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 reading and writing, pupils will be introduced to literature from a range of cultures
- › Making pupils aware of our behaviour and anti-bullying policies
- › 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 ambassadors have 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. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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

As a public authority, you must publish 1 or more equality objectives every 4 years.

As a school, we are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years – we've chosen 31<sup>st</sup> March to be our deadline for this

### Objective 1

Analyse attendance data over time to identify any vulnerable groups and consider barriers

Why we have chosen this objective:

The strong correlation from research between attendance and academic performance

To achieve this objective, we plan to:

Create an action plan, drawing on research, to support and challenge any vulnerable groups identified

Progress we are making towards this objective:

Deadline for first update – 31<sup>st</sup> March 2026

### Objective 2

Develop adaptive teaching strategies so lessons are accessible for all pupils

Why we have chosen this objective:

So individual needs of pupils with significant special educational needs and/or disabilities are met

To achieve this objective, we plan to:

Draw on latest research, work with inclusion consultants and create a shared understanding of best practice

Progress we are making towards this objective:

Deadline for first update – 31<sup>st</sup> March 2026

### Objective 3

Track pupil data for curriculum enhancements to ensure all groups are represented

Why we have chosen this objective:

Cultural capital is important as it impacts an individual's social and economic success

To achieve this objective, we plan to:

Create a tracking system on a term by term basis, which will be reviewed by the member of staff and governor responsible for equalities, with any under-represented groups highlighted to senior leaders and governors

Progress we are making towards this objective:

Deadline for first update – 31<sup>st</sup> March 2026

### Objective 4

Remove any language barriers for our parents/carers, through signposting learning opportunities, utilising technology, etc. so they can fully engage with the school

Why we have chosen this objective:

Higher parental involvement is linked to better outcomes for children

To achieve this objective, we plan to:

Identify the needs of our school community and create an action plan to address any gaps

Progress we are making towards this objective:

Deadline for first update – 31<sup>st</sup> March 2026

## 9. Monitoring arrangements

The governing board will update the equality information we publish, at least every year.

School-specific equality objectives will be reviewed by the governing board at least every 4 years.

This document will be reviewed by the governing board annually, to ensure continued compliance with the PSED.

This document will be approved by the governing board.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- Managing and supporting relationships and behaviour policy
- SEND policy
- SEND information report
- Barking and Dagenham Race and Social Justice Charter
- Barking and Dagenham Inclusion Pledge