



The Edge Schools' Federation

Equality Information and Objectives Policy



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1. Aims

Our federation 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 federation aims to promote respect for difference and diversity in accordance with our values: justice, truth, courage, generosity, service and truthfulness.

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 federations 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 federations](#).

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 federation, including to staff, pupils and parents
- › Ensure that the published equality information is updated annually if required, 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 Executive Headteacher

The Executive 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 federation 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 federation 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.

Staff receive training on the Equality Act on a regular basis and as required should there be an identified need.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the federation 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 federation clubs and extended curriculum activities)

In fulfilling this aspect of the duty, the federation will:

- › Analyse 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 (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 federation 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 federation trips and activities based around the local community
- › Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the federation. All pupils are encouraged to participate in the federation's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

- › We have 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 federation ensures it has due regard to equality considerations whenever significant decisions are made.

The federation always considers the impact of significant decisions on particular groups. For example, when a federation trip or activity is being planned, the federation 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

Objective 1

Have in place reasonable adjustments for staff or pupils with disabilities, monitor their needs and take feedback to ensure issues they have identified are addressed.

- Undertake a needs assessment
- Plan adjustments or adaptations identified through the assessment
- Monitor implementation of adjustments through consultation with relevant staff / pupils
- Report to governing board

Objective 2

Ensure that awareness of protected characteristics and our responsibilities towards these are understood by all members of the school community.

- Ensure that curriculum delivery and other activities such as school assemblies provide opportunities to promote understanding, tolerance of and friendship with those with protected characteristics.
- Monitor delivery of activities and events which focus on protected characteristics and assess their impact.
- Report to governing board.

Objective 3

Ensure that all staff and governors involved in recruitment and selection are trained on equal opportunities and non-discrimination.

- Undertake an audit of training delivered and training needs.
- Monitor delivery of training to all involved in recruitment and selection processes.
- Report to governing board

9. Monitoring arrangements

The Executive Headteacher will review the equality information we publish at least every year.

This document will be reviewed by the Executive Headteacher at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- SEN Policy
- Behaviour Policy
- Federation and school development plans