Equality information

Saffron Walden County High School

Last reviewed on: July 2019
1. Aims

Our school aims to meet its obligations under the public sector equality duty 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

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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteachers

The headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
Monitor success in achieving the objectives and report back to governors

The designated members of staff for equality (our Diversity Champions) will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst 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.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Raising awareness of the different forms of discrimination, the school's obligations under the 2010 Equality Act, and where to get help are built into teaching and staff training. Positive measures to promote equality and understanding between groups is built into the learning experience and professional development. We track the progress of students with protected characteristics to ensure that they make at least the same progress as the whole school population and tries to understand reasons and target support where this is not the case.

Appropriate training is provided to all members of staff.

The Senior Leadership Team monitor equality issues, agree our equality objectives with our LGB and then work to advance these.

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 which 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
- In fulfilling this aspect of the duty, the school will:
  - Monitor attainment data each academic year showing how pupils with different characteristics are performing
  - 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

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.

8. Our Equality objectives

Equality Objectives 2019 – 2021:

➢ To ensure our curriculum provision, wider opportunities and community code ensure tolerance and respect for individuals and enable pupils to appreciate and value difference and diversity.

➢ To promote greater awareness of cultural and religious diversity through our assembly programme, external speaker programme, and wider opportunities.

➢ To extend the range of support that the LGBT allies offer students with these protected characteristics that require support, including transgender and gender questioning students.

➢ To improve support for students’ mental well-being to help students remain in education through a school-wide approach that aims to promote resilience, recovery, ownership and empowerment.

➢ To continue to close gaps in students’ performance through monitoring of performance data and responding and intervening where variations between groups of learners show further progress could be made.

➢ To further improve support for SEN students through training and monitoring of provision to assess impact and develop specific, person-centred support.

9. Monitoring arrangements
The Associate Headteacher will update the equality information we publish, at least every year. This document will be reviewed by the headteacher at least every 4 years. This document will be approved by the headteacher. Equality objectives will be set and agreed by the LGB.

10. Links with other policies
This document links to the following policies:

• Accessibility plan