

Equality Information and Objectives



Bishop Challoner
Catholic Secondary School

Introduction

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 body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students 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
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The Headteacher will:

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

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.

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New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every two years.

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. students with disabilities, or gay students 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 students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school clubs and extracurricular activities)

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

- Publish attainment data each academic year showing how students 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 students

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, 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, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies.
- Working with and organising activities in our local community
- Organising multi faith school trips
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, Student Voice has representatives from different year groups and is formed of students from a range of backgrounds. All students 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

Equality Considerations in Decision-Making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

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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 students 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.

Equality Objectives

Objective 1

Undertake an analysis of recruitment data and trends in regard to race, gender and disability by September 2023 and then annually, and report on this to the Site Finance and Personnel Committee of the Governing Body.

To achieve this objective we plan to: review our advertisements and requirement process during the academic Year 2022/2023

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities by September 2023, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: to ensure that all staff members are able to access and fulfill their full potential

To achieve this objective, we plan to: conduct a staff survey in the Summer Term 2023 requesting feedback and suggestions

Objective 3

Train all members of staff and governors involved in the recruitment and selection process on equal opportunities and non-discrimination by the beginning of the academic year 2023/2024. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Progress we are making towards this objective: all members of the Senior Leadership Team to complete EduCare's Equality and Diversity training module

Monitoring Arrangements

The Full Governing Body will update the equality information we publish, at least every year.

This document will be reviewed by Full Governing Body at least every 4 years.

This document will be approved by Full Governing Body

Links with Other Policies

This document links to the following policies:

- Accessibility plan