



# Doubletrees School

## Equality Information and Objectives

<b>Approved by:</b>	Governors	<b>Date:</b> July 2024
<b>Last reviewed on:</b>	July 2024	
<b>Next review due by:</b>	July 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 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](#).

This document also complies with our funding agreement and articles of association.

### 3. 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, 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

All Doubletrees School Governors hold responsibility for Equality and Diversity. They will:

- Ensure school has designated teacher for equality and diversity and that they attend appropriate training
- Ensure that the governing body informed about issues affecting equality and diversity through the Head Teacher's report and Governor monitoring visits
- Attend specific training (including INSET by invitation)
- Keep abreast of local and national issues affecting equality and diversity
- Ensure governing body is fully aware of the legal requirements placed on it in relation to equalities and community cohesion
- Ensure priorities for equality and diversity are considered when reviewing school policies
- Ensure equality policies are updated in line with legislative changes
- Ensure governing body receives regular monitoring reports including achievements and complaints
- Ensure good practice is celebrated

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

The designated member of staff for equality will:

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

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 all governors are responsible for overseeing equality. Senior leaders and governors meet regularly.

## 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)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing; Data includes comparisons from different learning pathways, special educational needs, gender.
- 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)

## 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 education (PSHE), but also activities in other curriculum areas. For example, as part of teaching and learning, pupils will be introduced to literature from a range of cultures
- 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
- Holding regular assemblies and events days, which cover a range of awareness and topics.

## 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## 8. Equality objectives

Objective 1

Deliver a CPD sessions to all new and existing staff on Equality and Diversity by the end of the academic year.

## 9. Monitoring arrangements

The Local Governing Body will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by the Local Governing body at least every 4 years.

This document will be approved the Local governing body.

## 10. Links with other policies

This document links to the following policies:

[Accessibility plan](#)

[Behaviour and relationship policy](#)

[SPT Equality Statement](#)

[Safeguarding and CP Policy](#)

[SPT Whistleblowing Policy](#)