



Elms Bank
School & College

Excellence for All

Equality Information and Objectives Policy

Author: Orienne Langley-Sadler

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Part of the

Oak



Learning Partnership

Statement of intent

Elms Bank recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

Elms Bank has a statutory duty to publish an Equality Information and Objective Statement. This policy sets out how Elms Bank determines its quality objectives.

This policy puts in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within Elms Bank's community and workforce.

For the purpose of this policy, the Quality Act 2010 will be referred to as 'the Act'. Elms Bank fully understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

Protected characteristics under the Act, are follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil

- In relation to admissions
- In the way it provides education to pupils
- In the way it provides pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment

Elms Bank will promote equality of opportunity for all staff and job applicants and will work in line the Equal Opportunities and Dignity at work policy.

Principles and aims

We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

Elms Bank will

- promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.
- promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity amongst individuals of all genders.
- promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

Transgender people are explicitly covered by the Public Section Equality Duty (PSED). For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. Elms Bank will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

Elms Bank is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system. Elms Bank will ensure that all staff comply with the appropriate equality legislation and regulations. Elms Bank's Admissions Policy will not discriminate against any protected characteristic in any way.

Elms Bank will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the QEB board.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.

- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in Elms Bank, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

Roles and responsibilities

The Trust will:

- Ensure that Elms Bank complies with the appropriate equality legislation and regulations.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the QEB.
- Proactively recruit high-quality applicants from under-represented groups.

The QEB Board will:

- Meet its obligations under the PSED to:
 - publish equality objectives at least every four years commencing on the date of the last publication.
 - update and publish information to demonstrate school compliance to PSED
- Ensure that Elms Bank's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that Elms Bank's Admissions Policy does not discriminate in any way.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Will report on the progress of implementing the provisions of this policy to the QEB board.

Employees will:

- Be mindful of any incidents of harassment or bullying in Elms Bank.
- Address, track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and Elms Bank's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in Elms Bank by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the form tutor or to another member of staff.
- Abide by all Elms Bank's equality and diversity policies, procedures and codes.

Equality objectives

Elms Bank is committed to promoting the welfare and equality of all its staff, pupils and other members of the Elms Bank community.

Elms Bank sees all members of Elms Bank community as of equal value, regardless of any protected characteristic. Elms Bank's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

Elms Bank's Equality Information and Objectives Statement sets out how Elms Bank is meeting the PSED and outlines how equality of opportunity is ensured for all members of Elms Bank community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on Elms Bank website annually.

Elms Bank will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, Elms Bank has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures.
- Improve the quality of support for pupils in all vulnerable groups in the classroom
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning. With special investigation taking place regarding the use of technology in internal exams and group work.
- Elms Bank will update all published equality documentation annually and will publish its objectives at least every four years.

Collecting and using information

In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles

and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with Elms Bank's legal obligations.

Elms Bank will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

Elms Bank will build an equality profile for staff to assist with identifying any issues within their recruitment regime. Elms Bank will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

Elms Bank will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Policy and Dignity at Work Policy.

Publishing information

Elms Bank will publish information to demonstrate its compliance with the Act. Elms Bank will publish information relating to persons within Elms Bank community who share relevant protected characteristics, these will include:

- Other persons affected by Elms Bank's policies and procedures

Elms Bank will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have, and it is not reasonably practicable for the employer to obtain the data.

Promoting equality

In order to meet our objectives, Elms Bank has identified the following priorities:

- Elms Bank will provide auxiliary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and Elms Bank will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- Elms Bank will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be differential schemes of work designed to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system stipulated in the Behavioural Policy, which will be consistently enforced.
- Elms Bank will ensure there is adequate access to the physical environment of Elms Bank School.
- Elms Bank will improve the delivery of written information to disabled children and young people.
- Elms Bank will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, Elms Bank will plan ongoing events to raise awareness of equality and diversity.
- Elms Bank will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.
- Equality objectives will be published at least every four years commencing on the date of the last publication.
- Bullying and prejudice will be carefully monitored and dealt with accordingly.

- Annual training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

Addressing prejudice-related incidents

Elms Bank is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system. Elms Bank will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring. If incidents continue to occur, Elms Bank will address them immediately and report them to the QEB and trust.

Complaints

Elms Bank aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that Elms Bank provides.

Elms Bank will adhere to the Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality and delivers an effective response and, appropriate redress. If a complaint has completed Elms Bank's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

Elms Bank works to develop good professional relationships between colleagues; however, we understand that sometimes conflicts may arise. Through maintaining open communication, we want our employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with The Trust's Grievance Policy.

Curriculum

All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, Elms Bank will take every opportunity to promote and advance equality. When teaching the curriculum, Elms Bank will promote equality and will not subject individuals to discrimination. Elms Bank will develop

an appropriate curriculum for all pupils in all vulnerable groups. Elms Bank will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

Monitoring and review

The headteacher will review this policy annually, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the headteacher and QEB board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all relevant stakeholders.

