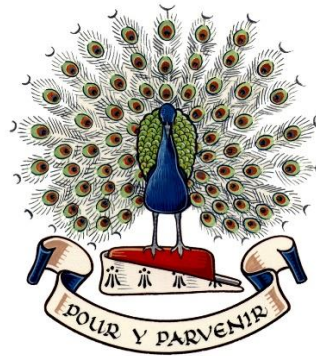


LADY MANNERS SCHOOL

EQUALITY INFORMATION AND OBJECTIVES



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 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, 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 Headteacher

The Headteacher will:

- promote knowledge and understanding of the equality objectives amongst staff and students
- monitor success in achieving the objectives and report back to governors

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 information on an annual basis.

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. 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 societies)

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 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 and economic (PSHE) education, but also activities in other curriculum areas

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- holding assemblies dealing with relevant issues. Students 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 any tensions between different groups of students within the school. For example, our school council 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 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. For example, when a school trip or activity is being planned, the school considers whether the trip:

- is accessible to students with disabilities
- has equivalent facilities for all students

The school keeps a written record to show we have 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.

8. Equality objectives

Objective 1: Review diversity within the curriculum

Why we have chosen this objective:

A new curriculum model will be implemented from September 2020. As part of this, diversity within the curriculum will be reviewed to ensure that our students receive a broad and balanced view of the world in which they live, enabling them to have mutual respect for all people regardless of their background, belief or race.

To achieve this objective we plan to:

- review subject schemes of work
 - identify where more diversity can be included
 - celebrate national events linked to promoting tolerance and diversity
 - ensure that tutorial time and wider enrichment opportunities promote tolerance and diversity
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Objective 2: Continue to improve the progress and attendance of students from a disadvantaged background

Why we have chosen this objective:

School data shows that, although the progress of disadvantaged students has improved, there remains a gap when compared to non-disadvantaged students.

To achieve this objective we plan to:

- appoint an Attendance Officer
- clarify roles and responsibilities within pastoral system
- appoint Learning Mentors
- continue to implement best practice in teaching and learning

Objective 3: To become a Disability Confident – Committed Employer

Why we have chosen this objective:

In order to meet one of our strategic objectives to “*ensure the highest quality staff are recruited and deployed appropriately at all levels*” we would like to encourage wide pools of candidates (including disabled people) to apply for roles within the school. Receiving the recognition of a Disability Confident employer allows us to communicate to potential applicants that we are a supportive employer.

To achieve this objective we plan to:

- research what is required to become Disability Confident - Committed
- sign up to the scheme
- research level 2 of the scheme

9. Monitoring arrangements

The Headteacher will review the equality information we publish in this document, annually.