

Equality information and objectives

Villiers High School



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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
- › 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
- › Report back to the full governing board regarding any issues

The headteacher 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 member of staff for equality is Stephanie Welsford. She 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.

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.

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

The school has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate

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 protected characteristic they have.
- › Taking steps to meet the particular needs of people who have a particular protected characteristic.

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

- › Publish 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
- › Publish further data about any issues or improvements 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.
- › 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 organizing staff training, school trips and activities based around the local community

- › Encouraging and implementing initiatives to deal with ignorance and biases against and between different groups of pupils within the school
- › 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:

- › Cuts across any religious holidays
- › Is accessible to pupils with disabilities
- › Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

Appoint and train a senior leader for diversity, equity and inclusion.

To achieve this objective we plan to:

Include diversity, equity and inclusion leadership in the overall school leadership structure. The Senior Leader for DEI will report to both the SLT and Governors regularly.

Engage an external provider to both train and consult with the Senior Leader for DEI to ensure high quality provision and meaningful impact of this appointment.

Objective 2

Undertake a thorough review of existing policy and procedures with regard the protected characteristics and commitment to diversity, equity and inclusion.

To achieve this objective we plan to:

Have the Senior Leader for DEI read and review all policy documents by the end of Spring term and discuss findings with relevant stakeholders, SLT and the Governors allowing for adjustments to be made in a timely fashion.

Objective 3

Undertake a thorough review of the curriculum with regard to diversity, equity and inclusion.

To achieve this objective we plan to:

Train Heads of Department to ensure they have a good understanding of our legal requirements as well as our mission, vision and values related to DEI.

Support Heads of Department to conduct a thorough review of their curriculum, implementing amendments necessary to best support diversity, equity and inclusion at Villiers High School by next academic year.

Objective 4

Undertake a review of classroom teaching practice with regard to diversity, equity and inclusion.

To achieve this objective we plan to:

Identify the most commonly used pedagogical approaches at Villiers High School. Quality assure these practices with regard to diversity, equity and inclusion. Amend our CPL priorities and teaching essentials to reflect these findings by next academic year.

Objective 5

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

To achieve this objective we plan to:

Select and administer an effective unit of online training for all stakeholders.

9. Monitoring arrangements

The headteacher will update the equality information we publish at least every year.

This document will be reviewed by the headteacher and governing body at least every 4 years.

This document will be approved by the governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan (currently the SEN and Disability Policy)
- Risk assessment
- Diversity, Equality and Inclusion Statement