

Equality information and objectives



Mayflower School

Approved by: Megan Hunter

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Next review due 2028

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, and that they are reviewed and updated every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

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.

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

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. pupils with disabilities, or pupils who are being subjected to bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. Using Occasional days to celebrate Eid)
- 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
- 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 bullying)
- Publish further data about any issues 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. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to be involved in such assemblies and we may 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 tensions between different groups of pupils within the school. For example, our school Ambassadors have 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 clubs. We also work with parents to promote knowledge and understanding of different cultures
- To develop 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 visit or activity is being planned, the school considers whether the visit:

- Is accessible to pupils with disabilities

8. Equality objectives

Objective 1: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the Resources committee of the governing board.*

Why we have chosen this objective: to raise the profile of equalities, to ensure we are aware of recruitment trends.

To achieve this objective, we offer safer recruitment training to our phase leaders -who are often part of the recruitment process.

Progress we are making towards this objective: any patterns emerging are analysed and acted upon by SLT.

Objective 2: *Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and ensure that any disadvantages they experience are addressed.*

Why we have chosen this objective: to be aware of the health of staff and adjust as necessary.

To achieve this objective, we plan to: Discuss any sickness patterns, respond to suggestions made in Occupational Health Reports. Advertise talking therapies to staff and consider flexible working as necessary.

Progress we are making towards this objective: adjustments are being made

Objective 3: *Increase the representation of staff from black and minority ethnic communities and greater gender parity over a 4-year period (from this July 2024 to July 2028) so that these groups increase in our workforce.*

Why we have chosen this objective: to increase awareness when recruiting

To achieve this objective, we plan to: review our equalities statement and advertise for posts more widely.

Progress we are making towards this objective: compare census data.

In September 2021 we had 39 staff from black and ethnic minority groups. We currently have 43 members of staff from black and ethnic minority groups.

Objective 4: *To continue to train all members of staff and invite governors to attend anti-racist, diversity training. Training evaluation data will show that 100% of those attending have a good understanding of this work.*

Why we have chosen this objective: to increase staff knowledge

To achieve this objective, we plan to: provide training for all staff

Progress we are making towards this objective: Training began in 2022 and will continue over the next year (2024/25) an evaluation will then take place to plan next steps.

9. Monitoring arrangements

The Head teacher will update the equality information we publish, [described in sections 4-7 above], every year.

This document will be reviewed by the Resources committee of the governing board at least every 4 years.

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Child Protection policy