



SPRINGWELL COMMUNITY COLLEGE

Equality Information and Objectives DCC Policy

DATE ISSUED	March 2018	REVIEW DATE	March 2022
COMMITTEE	Leadership & Strategy	AUTHOR	H Staton
VERSION	1	PREVIOUS VERSION	

Contents

1. Aims	3
2. Legislation and guidance	3
3. Roles and responsibilities	3
4. Eliminating discrimination	4
5. Advancing equality of opportunity.....	4
6. Fostering good relations.....	5
7. Equality considerations in decision-making	6
8. Equality objectives.....	6
9. Monitoring arrangements	7
10. Links with other policies.....	7

1. Aims

Our college 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 college, including to staff, students and parents/carers, 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 equality link governor will:

Meet with the designated member of staff for equality every year, and other relevant staff members, to discuss any issues and how these are being addressed

Ensure they're familiar with all relevant legislation and the contents of this document

Attend appropriate equality and diversity training

Report back to the full governing board regarding any issues

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 college 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 college 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 September.

The college has a designated member of staff for monitoring equality issues, and an equality link governor. 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 college 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 college activities)

In fulfilling this aspect of the duty, the college 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)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students.

6. Fostering good relations

The college 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 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, students will be introduced to literature from a range of cultures

Holding assemblies dealing with relevant issues.

Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising college trips and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of students within the college. For example, our Student Matter group has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the college's activities, such as sports clubs. We also work with parents/carers to promote knowledge and understanding of different cultures

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 college ensures it has due regard to equality considerations whenever significant decisions are made.

The college always considers the impact of significant decisions on particular groups. For example, when a college trip or activity is being planned, the college considers whether the trip:

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

The college keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning college trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1:

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by December, and report on this to the Leadership and Strategy Committee meeting of the governing board.

Why we have chosen this objective:

- To ensure that we are fully informed of the profile of staff within the college and to consider if further objectives are required for this plan.

To achieve this objective we plan to:

- Review all data of employees within the college
- Analyse the data
- Report to the Governing Body

Progress we are making towards this objective:

- To be updated in December 2018

Objective 2:

Review the 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 ensure that we are meeting the needs of all employees of the college

To achieve this objective we plan to:

- Invite employees with known disabilities to discuss reasonable adjustment requirements and any further provision required.

Progress we are making towards this objective:

- All employees currently known to have a disability are reviewed by the LA Occupational Health Service and a report is provided to the college highlighting reasonable adjustments required.

Objective 3:

Review the make up of the Students Matter (student voice) group to ensure that there is a fair representation of the profile of the student body.

Why we have chosen this objective:

- To ensure student voice is a true representation of the profile of students on roll.
- To address this objective should the current Students Matter make up not reflect this.

To achieve this objective we plan to:

- Analyse the characteristics of students currently members of Students Matter
- Ensure increase representation by those with protected characteristics

Progress we are making towards this objective:

- To be updated in December 2018

9. Monitoring arrangements

The Headteacher/Senior Leadership Team and Designated named governor will update the equality information we publish at least every year.

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

This document will be approved by the Leadership and Strategy Committee meeting of the Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

The College's Equality Link Governor is Mr C Bonnett.