

Alt Bridge School



Equality information and objectives

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

The headteacher will:

- › Promote knowledge and understanding of the equality objectives among staff and pupils
- › Monitor success in achieving the objectives and report back to governors

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.

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

The school 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 school aims to advance equality of opportunity by:

- › Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils 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 pupils to pray at prescribed times)
- › 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 data referenced above 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 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

- › Running our Equalities working group and holding regular meetings to ensure our objectives are being met.
- › Holding assemblies dealing with relevant issues. Pupils will be encouraged to engage fully in 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 tensions between different groups of pupils within the school. For example, our school council has 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 sports clubs. We also work with parents 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 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

The school 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 school 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 in regard to race, gender and disability by July, and report on this to the staffing and pay sub-committee of the governing board.

Why we have chosen this objective: We have a predominantly white British population amongst students and staff. This is reflective of the local community, however, we wish to enhance our equality and diversity in terms of race, gender and disability. Analysis of our staff population will also support our understanding of how well our intentions translate into recruitment.

To achieve this objective we plan to: Analyse recruitment patterns and report on this to governors for discussion.

Progress we are making towards this objective: The school business manager is responsible for organising recruitment schedules and arrangements. As part of this, information related to equality and diversity will be gathered and shared with governors.

Objective 2

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

Why we have chosen this objective: It is important that Alt Bridge is a highly inclusive environment and one which is representative of the community it serves.

To achieve this objective we plan to: All staff have a health and wellbeing contact amongst the SLT. Staff are encouraged to meet with their contact to discuss any health and wellbeing matters and this contact is also responsible for setting our reasonable adjustments in a work place or risk assessment for staff who may have disabilities in order to ensure they have full access and disadvantages are addressed.

Progress we are making towards this objective: Health and wellbeing contacts are in place. We continue to support staff with disabilities through risk assessments and planned adjustments. We also work with local services to support members of staff with hidden disabilities through the Access to Work scheme.

Objective 3

Increase the representation of girls who attend sports events, competitions and clubs, ensuring our population of girls within school feel confident and experience equality of opportunity with regards to PE and sports.

Why we have chosen this objective: At Alt Bridge, girls represent a much smaller group in comparison to boys i.e. 23% as opposed to 77%. It is important that our girls access the same opportunities as boys and are not lacking in confidence in terms of participation.

To achieve this objective we plan to: Support the This Girl Can campaign in PE once again, ensuring the Equalities working party regularly discuss girls participation and monitor the uptake of girls in comparison to boys for clubs, competitions and sports activities. This information will then be reported to governors regularly. We will also run the girls confidence group annually through the PSHCE curriculum, ensuring girls develop confidence and self-esteem.

Progress we are making towards this objective: The This Girl Can campaign saw a good uptake last year and clubs and competitions have seen an increase in girls' participation. The girls confidence group has also been well received. We will move forward with data collection to make some more in-depth comparisons.

Objective 4

Train all members of staff and governors in equality and diversity 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.

Why we have chosen this objective: It is extremely important to our whole school community that all staff and governors have a strong understanding of equality and diversity and are able to recognise and tackle discrimination amongst our school population.

To achieve this objective we plan to: Equality and diversity training will be delivered during INSET time this academic year. All staff will take part.

Progress we are making towards this objective: Training is booked for the 27th October and 21st December 2023.

Objective 5

To continue to run a working party for equalities who regularly consider equalities objectives and whole school equality and diversity. The group meet at least termly and work to plan a variety of events to raise awareness of diversity such as neurodiversity celebration, black history, LGBTQIA history and events, disability awareness through sports i.e. wheelchair basketball, engagement with SHARE Knowsley and more.

Why we have chosen this objective: Our equalities team is an excellent group within our school who ensure that our students maintain the 'above age-related' understanding of equalities and diversity which was noted in our recent Ofsted inspection.

To achieve this objective we plan to: Maintain regular meetings and keep minutes. Ensure the group has the support, funding and autonomy to plan events for students and staff and support key objectives.

Progress we are making towards this objective: This group is well-established and continues to go from strength to strength. Passionate membership from amongst staff and students continues to drive forward our inclusive approaches.

9. Monitoring arrangements

The head teacher update the equality information we publish, at least every year.

This document will be reviewed by Senior Leaders and our governing body at least every 4 years.

This document will be approved by our Head teacher and governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Behaviour for learning
- Child protection