



## BAWB Federation Equality Information and Objectives Statement

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Reviewed by:	Vicky Collins
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Governing Board Committee:	
Link Governor (if appropriate):	Hayley Hollands Wilkins
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### Equality Statement:

At The BAWB Federation we work hard to ensure that the culture and ethos are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and people treat one another with respect. Our schools provide pupils and staff with the opportunity to experience, understand and value diversity. In the operation of this policy, we will endeavour to ensure that all members of our school community receive equal treatment irrespective of their age, gender, race, colour, ethnic origin, family commitments, marital status, sexual orientation, disability or religious beliefs.

### Distinctive Christian Vision

This policy has been written and/or adopted with our distinctive Christian ethos in mind:

*Rooted in the message of the Good Samaritan, we provide an aspirational education for all. We flourish academically, spiritually, and socially, enriching our communities.*

*Matthew 22v 37-39 (NEB): Love the lord your God with all your heart, with all your soul, and with all your mind. Love your neighbour as yourself.*





## 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

## 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.

## 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/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 Executive Headteacher.

The Equality Link Governor is Hayley Hollands Wilkins. She will:

- Meet with the designated member of staff for equality (Mary Park) and other relevant staff members to discuss any issues and how these are being addressed
- Ensure she is 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 Executive 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 Mary Park. She will:

- Support the Executive Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor to raise and discuss any issues
- Support the Executive 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.



## 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.

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.

## 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 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 have access to a hygiene suite)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in a range of extra-curricular clubs). 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 homophobic or transphobic bullying)

## 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 collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such collective worships and we will also invite external speakers to contribute.

## 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



## Equality Objectives 2023-2027

Objective 1: To further promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity

We have chosen this objective because there is very little ethnic diversity within our school community. We feel that it is very important that our pupils gain and appreciate a broader cultural perspective and what makes a fair and equitable society.

To achieve this objective, we plan to:

- Specifically plan for opportunities across school, and continue to build on knowledge, where we can support our pupils to gain and appreciate a broader cultural perspective.

Objective 2: To increase the number of disadvantaged children attaining combined ARE and the higher standard of attainment.

We have chosen this objective because compared to other children nationally the number of disadvantaged children achieving the expected or higher standard in maths, reading and EGPS assessments is lower. Very few disadvantaged children achieve higher standards of attainment.

To achieve this objective, we plan to:

- Please see our Pupil Premium Strategy

Objective 3: Increase the amount of extra-curricular activities available

We have chosen this objective because we recognise the benefit of extra-curricular activities for all pupils, including those with protected characteristics. They can help build social cohesion and support parents whose working lives have to fit in with the timings of the school day.

To achieve this objective, we plan to:

- Offer more extra-curricular activities, including a singing club and Forest Schools club.

### 9. Monitoring Arrangements

The Executive Headteacher will update the equality information that we publish, described in sections 4-7, at least every year. The document will be reviewed by the headteacher and equality link governor at least every 4 years. This document will be approved by the governing board.