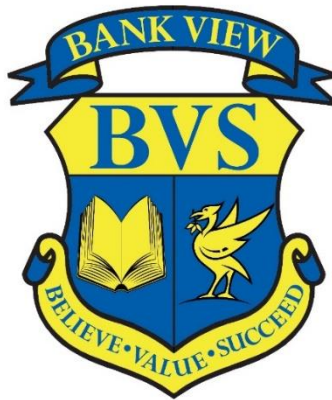


Bank View School



Public Sector Equality Duty Policy

Document Status

Approved By:	Full Governing Body
Last Reviewed On:	23 rd November 2023
Next Review Due By:	23 rd November 2027

1. Aims

At Bank View School, we are committed to promoting equality of opportunity, eliminating discrimination and harassment, valuing diversity and promoting positive relationships. We provide an inclusive education which enables all pupils to develop their full potential meeting the requirements of the Equality Act 2010.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

This Equality Statement is concerned with all pupils' access to the curriculum and the recruitment and opportunity of all staff.

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 body 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 equality link Governor is Janet Edge. They 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 among staff and pupils
- Monitor success in achieving the objectives and report back to Governors.

Helen Evans will be the designated member of staff for equality.

The designated member of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link Governor every annually to raise and discuss any issues
- 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 – 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 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:

- Report on 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)
- Report on 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 world views, 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 take a lead in such 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, eg the inclusive hub and Daisy UK.

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 and report on this to the staffing and pay sub-committee of the Governing body.

Why we have chosen this objective: To establish whether there are trends in recruitment that need to be addressed to ensure equality of opportunity for staff with protected characteristics.

To achieve this objective, we plan to: HR Manager to attend Anti Racist Schools seminars and explore options for advertising vacancies. Analyse the race, gender and disability data of successful applicants and all applicants who have applied for roles previously and ongoing.

Progress we are making towards this objective: Ongoing.

Objective 2

Provide training for all staff in unconscious bias.

Why we have chosen this objective: We want to ensure that all staff are treated equally and feel inclusive in their place of work. We want to make sure that all staff are aware of unconscious bias, what it means and ways to avoid unconscious bias.

To achieve this objective, we plan to: HR Manager to carry out unconscious bias training for all staff.

Progress we are making towards this objective: Ongoing.

Objective 3

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.

Why we have chosen this objective: To ensure our recruitment processes are rigorous and select the most suitable candidates for the school whilst seeking to employ a diverse and representative workforce.

To achieve this objective, we plan to: Ensure all staff and Governors who complete interviews have been trained on Safer Recruitment. Ensure a consistent approach to all interviews. Interview processes to be Quality Assured by the HR to ensure equality is promoted.

Progress we are making towards this objective: Ongoing.

Objective 4: Advancing Equality

To improve our pupil's knowledge and understanding of the diverse community we live in to promote acceptance and equality for all.

Why we have chosen this objective: We aim to increase our pupils' understanding of diversity, ensuring that children from all background are represented. We want to promote equality, diversity and inclusion in the classroom and ensure that each pupil can learn in an environment where all aspects of their identities are recognised and respected, and where they feel safe and secure.

To achieve this objective, we plan to: Staff to carry out equality, diversity and inclusion training. Staff to review the curriculum, ensuring representation of different cultures and backgrounds and to ensure the diversity of pupils are reflected in your lesson plans and activities.

Progress we are making towards this objective: Ongoing

9. Monitoring Arrangements

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

This document will be approved Governing body.

10. Links with other Policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Anti-bullying policy