



Equality Information and Objectives

Next review date: June 2020

Staff resp. for review: ACP

Date reviewed: June 2019

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 colleges 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 colleges and this document also complies with our funding agreement and articles of association.

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, 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 head teacher 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.

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 societies)

In fulfilling this aspect of the duty, the college will:

- Publish attainment data each academic year showing how students with some different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information (see student premium funding strategy)
- Review and provide the governing body with further data about attainment, progress, exclusions and attendance 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, 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, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students 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 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 college council 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 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
- Is accessible for all

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 July 2019, and report on this to the staffing and pay sub-committee of the governing board.*

Why have we chosen this objective? This is an aspect of equality that the college has not investigated before and the purpose would be to review the college's staffing in relation to race, gender and disability and compare with broader national and local data. Should this identify an under representation the college would follow this up with an objective to reflect and address this. e.g. *"Increase the representation of teachers from local black and minority ethnic communities over a four year period (from this July to July in four years' time), so that this group increases from 10% to 25% of the teaching workforce".*

To achieve this objective we plan to: analyse staff information (excluding under race any staff who have chosen to not provide the information)

Progress we are making towards this objective: recruitment data is being analysed

Objective 2: *Have in place a reasonable adjustment agreement for all staff with disabilities by July 2019, to meet their needs better and ensure that any disadvantages they experience are addressed.*

Why have we chosen this objective? We have staff with disabilities but have no formal system to annually review needs and provision

To achieve this objective we plan to: ensure that staff are seen on an annual basis to review their disability and their experience in the work place to better meet their needs

What progress are we making towards this objective? Reasonable adjustment agreement is in place – seen in application meeting and frequent wellbeing meetings take place.

9. Reviews

The Headteacher will update the equality information we publish, (described in sections 4-7 above), at least every two years.

This document will be reviewed by the governing body at least every four years.

This document will be approved by the trust board

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Student Premium strategy
- Code of Conduct
- Equality, Race Equality and Cultural Diversity policy