Equality Objectives

Clipstone Brook Lower School

Reviewed on:	January 2025	Sarah Orr
Next Review:	January 2028	

1. Aims

2. Legislation and guidance

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

Our school aims to promote respect for difference and diversity in accordance with our values, such as Respect, Ambition, Trust, Compassion, Determination and Honesty.

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

All school staff are expected to have regard to this document and to work to achieve the objectives as set below.

4. Equality objectives

Objective 1

Undertake an analysis of recruitment data and trends in regard to race, disability and any gender pay gap by July 2025, and report on this to the staffing and pay sub-committee of the governing board.

Objective 2

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.

Objective 3

To monitor and analyse pupil achievement and progress by race, gender, LAC/PLAC, vulnerability, SEND and disadvantaged and act on any trends or patterns in the data that require additional support for pupils.

5. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by[governing board at least every 4 years.

This document will be approved by governing board

6. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Equality Policy