



Dream Believe Achieve

Equal Opportunities & Inclusion Statement

Signed by Chair of Governors

Kerry Scott

Date ratified by Governors

07/12/2022

Date to be reviewed by Governors

07/12/2023

Belmont Park School

Equal Opportunities Policy (Equality Statement)

1) 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 quality 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 protect people from discrimination.

The Equality Act 2010 (Specific Duties) Regulation 2011 which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is based on Department of Education (DFE) guidance. **The Equality Act 2010 and schools.**

3) Roles and Responsibilities

The governing body will:

- Ensure that the equality information are communicated throughout the school, 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 head teacher.

The governors will:

- Meet with the designated member of staff for equality and other relevant staff members to discuss issues and how these are being addressed.
- Attend inappropriate equality and diversity training.

The head teacher will:

- Promote knowledge and understanding of the equality amongst staff and students.

The designated member of staff for equality for will:

- Support the head teacher in promoting knowledge and understanding of the equality amongst staff and students.
- Support the head teacher in identifying and staff training needs and deliver training as necessary.

All school staff are expected to have regard to this document.

4) Eliminating Discrimination

The school is actively seeking to meet 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 induction and all staff receive refresher training regularly.

5) Advancing Equality and 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 (eg. 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 (eg. 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 school activities).

In fulfilling this aspect of duty, the school will:

- Publish attainment data each academic year showing how students 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 (eg. declines in incidents of homophobic or transphobic bullying).

6) Fostering and 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 a range of religions and cultures through different aspects of our curriculum. This includes teaching in R.E 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 will also invite external speakers to contribute where pertinent and possible.
- Working with our local community. This includes organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of students with the school. For example our school council has representative from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the school's activities such as sports clubs.

7) Equality considerations in decision-making

The school ensure 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 students with disabilities.
- Has equivalent facilities for boys and girls.

8) Equality Objectives

Objective 1: Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the end of next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

We have chosen this objective to ensure that all staff are aware of procedures and to continue the work already started at SLT level.

To achieve this objective we plan to use part of a staff training opportunity to work with staff.

At the moment we are thinking towards this objective by always having someone involved on the interview panel who has been training.

Objective 2: Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July and report to the full governing body.

We have chosen this objective as it will link in with objective one as an area that we can broaden and develop.

To achieve this objective we will complete an audit of the recruitment process.

Objective 3: To try to recruit members of the Governing Body who more represent the make-up of the community of our school.

We have chosen this objective as we are aware of the rich diversity of community and cultures we have in our school and wish to ensure the Governing Body fully reflects this diversity.

To achieve this objective we will try to openly recruit at events such as parent evenings where potential governors could be in attendance.

9) Monitoring arrangements

The governing body of Belmont Park School will update the equality information we publish, described in sections 4-8 above, at least every year.

10) Links with the other policies

This document links to the following policies:

- Accessibility Plan
- Risk Assessment