

Equality information and objectives policy

The Old School House



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1. Aims

Our school aims to promote respect for difference and diversity and to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

As a small independent SEMH school, we recognise that many of our pupils' face barriers linked to emotional regulation, trauma and social communication. We are committed to ensuring equitable access, emotional safety and inclusion for all learners.

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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#)

3. Roles and responsibilities

The Proprietor 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 head teacher.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the Head Teacher 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 the proprietor.
- Promote knowledge and understanding of the equality objectives among staff and pupils.
- Support the Business Manager in identifying any staff training needs and deliver training as necessary.

All school staff are expected to read and understand 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training.

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)
- 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)

Given our small cohort, we use both qualitative evidence (case studies, pupil voice, observations) and quantitative data (attendance, attainment, behaviour logs) to identify trends and improvements.

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 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.

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.

8. Equality objectives

Our equality objectives are:

Objective	Actions	Measured by	Review
Promote emotional safety and belonging for all pupils.	Staff training in trauma-informed and attachment-aware practice.	Staff CPD logs, pupil wellbeing feedback.	Annual
Reduce incidents of discriminatory or unkind language.	Restorative approaches integrated into behaviour policy.	Behaviour records, incident reports.	Termly
Strengthen family and community engagement in equality and diversity.	Parent workshops and inclusive communication strategies.	Parental feedback, event participation.	Termly

9. Monitoring arrangements

This document will be reviewed annually.