

Equality information and objectives policy

Henry David Learning

Woodfield School



August 2024 – August 2028

Contents

1. Aims.....	2
2. Legislation and guidance	2
3. Roles and responsibilities	2
4. Eliminating discrimination	3
5. Advancing equality of opportunity	4
6. Fostering good relations	4
7. Equality objectives	4
8. Monitoring arrangements	5
9. Links with other policies	5

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

We acknowledge that it is very important for us all to work together in achieving our common goal of being fully inclusive and accessible and ultimately in providing a quality learning experience for our pupils.

Our school aims to promote respect for difference and diversity in accordance with our values.

At Woodfield School, we all follow the **ASK** principles:

We have **ambition** for everyone at Woodfield and we try our best in everything we do

We **support** each other: we listen, we are respectful and polite

We show **kindness** in our everyday actions so that everyone feels valued and part of something special – the Woodfield family.

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 Proprietary 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 principal.

The principal will:

- Promote knowledge and understanding of the equality objectives among staff and pupils and provide training as required
- Monitor success in achieving the objectives and report back to the Proprietary Body.

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 the Proprietor 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 once a year.

Academic and Curriculum Support – Any pupil; with a disability, who, after an assessment by the SENCo is thought to need a facilitator, is supplied with one.

Examination Arrangements - Pupils who require special educational arrangements or additional support will be highlighted during testing at the school and special arrangements for examinations will be applied for where appropriate.

Woodfield School is committed to providing equal opportunities for all and welcome:

- Applications for employment from those with a disability
- Applications for places from pupils with disabilities

The school's recruitment process ensures that applicants for posts are shortlisted based on how their qualification and experience matches the person specification for the job.

The school recognises that some disabled people will need adjustments made for them to do the job. We will look at what changes could be made to the workplace or to the way work is done and make any changes that are reasonable.

If an employee develops a disability whilst in our employment, the school will make every effort to retain his/her services by making reasonable adjustments to the workplace, the methods of working or by finding another suitable role for him/her.

Disabled pupils applying for a place at Woodfield School will undergo the standard admissions procedure, as we are a specialist SEND school. Offers of a place will be made on the basis laid down in the Admissions Policy.

When planning educational and other activities outside the school day, staff organising the event will carefully consider the types of activity and the adjustments that can be made so that the disabled colleagues and pupils can fully take part. The staff will regularly review the provision it makes for disabled staff and pupils and strive to continually improve the facilities available.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Woodfield 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
- 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)

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
- Sharing information through tutor time to deal with relevant issues. Pupils will be encouraged to take a lead in such discussions and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak, 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, such as team exercises and competitions.

7. Equality objectives

1. Woodfield School acknowledges and welcomes diversity among pupils, staff and visitors.
2. We do not discriminate against anyone on the grounds of any protected characteristic including their
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
3. We promote the principles of fairness and justice for all through the education that we provide at Woodfield School
4. We ensure that all pupils have equal access to the full range of educational opportunities provided
5. Woodfield School is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities.
6. We respect the religious beliefs and practices of all staff, pupils, parents and carers and comply with all reasonable requests relating to religious observance and practice. We seek ways to celebrate faith and cultural diversity.
7. We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
8. We will make reasonable adjustments, when required to, in order to increase access to the curriculum, improve access to the buildings and improve delivery of information

8. Monitoring arrangements

The Proprietor and the Principal will update the equality information we publish, at least every year. This document will be reviewed by the Proprietor and the Principal at least every 4 years.

9. Links with other policies

This document links to the following policies:

- Positive Behaviour policy
- Admissions Policy
- SEN policy