



THE HOLLINS

Equality Information and Objectives

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1. Aims

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Hollins is committed to embracing diversity and improving the quality of life across the community by making educational, recreational and social facilities and opportunities, openly accessible and welcoming for all.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- ❖ Eliminate unlawful discrimination, harassment and victimisation
- ❖ Advance equality of opportunity between different groups
- ❖ Foster good relations between different groups

As a public organisation, we are required to:

- ❖ Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- ❖ Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- ❖ Publish Equality Objectives which are specific and measurable.

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](#).

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 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

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 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 annually as part of safeguarding training.

The school has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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
- 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 school life

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

- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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
- Holding assemblies dealing with relevant issues
- Working with our local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school
- 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 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.

8. Equality objectives

Our Equality Objectives reflect the school's priorities, our cooperative values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Our current Equality Objectives are:

- ❖ To continue to provide a school environment that welcomes, protects and respects diverse people
- ❖ To continue to close the gaps in attainment and achievement between students and all groups of students; including boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, and students from different heritage groups
- ❖ To eradicate the use of homophobic, sexist, racist and other discriminative language by students in the school
- ❖ To promote positive attitudes and good relationships between all pupils and staff
- ❖ To consider equality implications when developing policy and/or practice

As well as providing you with the above information, we would like the topic of equality to be a two-way conversation. We are keen to involve parents, pupils, staff and members of the local community in the decisions we take to promote equality and eliminate discrimination. If you would like to be involved, please complete this form <https://forms.office.com/e/xuay4Xfff7> Please allow 48 hours for a response to your form.

9. Monitoring arrangements

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