

Equality Information and Objectives Statement



ADOPTED April 2023

NEXT REVIEW April 2027

Contents

1	Aims	3
2	Legislation and Guidance.....	3
3	Roles and Responsibilities	3
4	Eliminating Discrimination	3
5	Advancing Equality of Opportunity	4
6	Fostering Good Relations	4
7	Equality Considerations in Decision Making	4
8	Equality Objectives	5
9	Monitoring Arrangements	5

1 Aims

Unity College 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

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, students 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 students
- ▲ Monitor success in achieving the objectives and report back to governors

All college 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 College 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.

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. *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 (e.g. *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 societies*)

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

- ▲ Publish attainment data each academic year showing how students with different characteristics are performing
- ▲ Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- ▲ Make evidence available identifying improvements for specific groups (e.g. *declines in incidents of homophobic or transphobic bullying*)
- ▲ Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students

6 Fostering Good Relations

Unity College 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 and iD, but also activities in other curriculum areas. For example, as part of teaching and learning in English, 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 we will also invite external speakers to contribute
- ▲ Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- ▲ Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, our College Council has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the College's activities, such as clubs. Participation is monitored and analysed in order to identify barriers to participation so that these can be removed.
- ▲ 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 College ensures it has due regard to equality considerations whenever significant decisions are made.

The College 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 pupils with disabilities
- ▲ Has equivalent facilities for students irrespective of gender

8 Equality Objectives

Unity College seeks to foster an atmosphere in which everyone flourishes, achieves and feels valued so that everybody feels they can contribute positively to the life of the College.

The College regularly evaluates its success in achieving this and determines priorities for improvement as part of the self-evaluation and improvement planning cycle. The College's current objectives relating to equality are:

Ensure that leaders, staff and students create a positive environment in which bullying, aggression, discrimination and derogatory language are not tolerated so that all members of the College community feel safe.

Ensure that the College promotes equality of opportunity and diversity effectively so that all students understand, appreciate and respect difference in the world and its people, celebrating the things we share in common across cultural, religious, ethnic and socio-economic communities.

Ensure that students engage with views, beliefs and opinions that are different from their own in considered ways so that they show respect for the different protected characteristics as defined in law and no forms of discrimination are tolerated.

How we will achieve these objectives and the progress made towards them are detailed in action plans and the College's SEF.

9 Monitoring Arrangements

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

The Equality Objectives will be reviewed by the Community Partnerships Governors' Committee at least every 4 years.

10 Links with Other Policies

This document links to the following policies:

- ▲ Accessibility Policy
- ▲ Anti-Bullying Policy
- ▲ Behaviour Policy
- ▲ RSHE Policy
- ▲ iD Policy
- ▲ SEND Policy
- ▲ All Policies relating to employment and pay