Be Your BEST
Believe - Excellence - Safe - Team

Equality Information and Objectives

Policy Owner:	Head Teacher
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Next Review:	Public Sector Equality Duty information – annually Equality Objectives April 2029 (every 4 years)

Be Your BEST
Believe - Excellence - Safe - Team

The Pines School is committed to developing in all students and staff those personal qualities that support the core values of this Policy. They are embedded in our Pines Vision to 'Be Your BEST':

Believe: We are a community who inspire all to believe in themselves and hold courageous aspirations.
Excellence: Through a fun and engaging curriculum we develop the skills to excel as lifelong learners.
Safe: We take responsibility for the safety of ourselves, others and the environment.
Team: We nurture a culture of respect, kindness and collaboration so that we can be the best team.

Our vision to 'Be Your Best' is at the heart of all that we do at The Pines and we believe that every child can succeed. We want all members of our school community to have high aspirations and to feel confident about the future, looking forward to the opportunities it will bring.

The Pines community is committed to the fair and equitable treatment of individuals regardless of their age, disability, sex, gender reassignment, martial or civil partner status, pregnancy or maternity, colour, ethnicity, nationality, religion or belief-system, sex or sexual orientation ('Protected Characteristics' under the 2010 Equality Act).

Aims
Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- ✓ Develop an ethos which respects and values all people
- ✓ Actively promote equality of opportunity
- ✓ Prepare pupils for life in a diverse society
- ✓ Promote good relations amongst people within the school community and the wider communities in which we work
- ✓ Eliminate all forms of discrimination and other conduct that is prohibited by the Equality Act 2010

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. It covers all aspects of school life to do with how we treat our pupils and prospective pupils, parents and carers, employees, and members of the community. Everything we do must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, we must not discriminate, harass or victimise a pupil or potential pupil in relation to:**
  - **Admissions**
  - **The way it provides education for pupils**
  - **How it provides pupils access to any benefit, facility or service**
  - **Excluding a pupil or subjecting them to any other detriment**
- **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.**

Roles and responsibilities

The governing 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, 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 headteacher
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section

Our Guiding Principles

Principle 1: All learners are of equal value
Principle 2: We recognise and respect difference
Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion
Principle 4: We observe good equalities practice in staff recruitment, retention and development
Principle 5: We aim to reduce and remove inequalities and barriers that already exist
Principle 6: We consult and involve widely
Principle 7: Society as a whole should benefit
Principle 8: We base our practices on sound evidence
Principle 9: We formulate, publish and review objectives that are specific and measurable

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.

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 which 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 any activities

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

- Publish data each year showing how pupils 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
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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
- Holding assemblies dealing with relevant issues
- 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 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

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, religious holidays, accessible to pupils with disabilities, equivalent facilities for boys and girls

Equality objectives

Objective 1:
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2:
To raise levels of attainment in core subjects for vulnerable learners.

Objective 3:
To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4: To further develop the understanding of all pupils in gender identity and ensure the provision provides for pupils of different genders and pupils with different gender identities.

Monitoring arrangements

The governing body will update the equality information we publish, at least every year with a focus on the performance of different groups and accessibility of the curriculum.

This document will be reviewed by SLT at least every 4 years.

This document will be approved by Governing Body

Links with other policies

This document links to the following policies:

- Equality & Dignity at Work Policy
- Accessibility plan
- Behaviour Policy