



# Equality Information and Objectives 2021-2025

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### 1. Aims

Our school aims to meet its obligations under the public sector equality duty 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.

As an academy 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

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated Deputy Headteacher for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Attend local governing body meetings to raise and discuss any issues with governors
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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.

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

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 which 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 (e.g. enabling Muslim pupils to pray in congregation on Friday)

- 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)

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

- Publish attainment data each academic 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 (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 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 and RSHE.
  - SMSC development through the tutor time programme.
  - Diversification in the curriculum e.g. 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. Pupils 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 pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.
- 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. 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 boys and girls

## 8. Equality objectives

**Equality Objective 1:** Ensure that Lister Community School is a school where neither students, nor staff face discrimination.

**To achieve this objective we plan to:**

1. Maintain a zero-tolerance approach to any peer on peer discriminatory behaviour as outlined in our behaviour policy.
2. Organise annual training for staff and governors to remind them of their responsibilities under the Equality Act 2010.
3. Appoint an equality link governor to work alongside the designated member of staff for monitoring equality issues.
4. Remind staff annually of how to report any acts of discrimination as outlined in the whistleblowing policy and ensure that any allegations of discrimination are taken seriously and are dealt with in line with 'Newham Model Disciplinary Policy and Procedure for Schools'.
5. Ensure where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
6. Address unconscious bias through training and wider reading for staff and students.

**Lister Community School Equality Objective 2:** Foster good relations between all members of the school community so that each and every member of the school community is able to feel valued and safe and thus participate fully in school life.

**To achieve this objective we plan to:**

1. Review our RSHE and SMSC curriculums to ensure that we are maximising opportunities to encourage tolerance and respect for our diverse school community.
2. Ensure effective use of assemblies and the tutor time programme to promote whole school celebrations of national and international celebrations.
3. Re-establish the role of Anti-Bullying Ambassadors and the school council to support the functioning of a cohesive and democratic school community.
4. Create a staff working group which aims to work towards diversification and decolonisation of the school curriculum.
5. Strengthen links with parents and re-establish links with the local community lost during the Covid-19 pandemic.
6. Monitor and promote the involvement of all groups of students in the extra-curricular life of the school.

**Lister Community School Equality Objective 3:** Advance equality of opportunity for both students and staff.

**To achieve this objective amongst staff we plan to:**

1. Maintain a wide range of pathways into teaching, from Schools Direct to the HLTA programme, to encourage diversity within the school and the wider teaching workforce.
2. Offer a wide range of professional development opportunities, which is also targeted.
3. Create a support staff appraisal system.
4. Review application and recruitment process to identify any ways to promote absolute equality of opportunity at the point of application e.g. ensuring that the 'Equalities and Diversity Monitoring Information' Form is removed from all completed application forms before handing to senior colleagues for shortlisting.
5. Endeavour to ensure diversity in the staff body, especially in leadership roles.

**To achieve this objective amongst students we plan to:**

1. Ensure that the pastoral system effectively explores a wide range of intervention for students in order to eliminate the gap between groups of students who receive Fixed Term Exclusions or Permanent Exclusions.
2. Ensure monitoring and accountability systems are in place to track and monitor progress of all students and therefore narrow the progress gaps between groups with protected characteristics and those without, especially students eligible for free-school meals and students with special educational needs and disabilities.
3. Ensure a high quality and consistent approach to teaching and learning, underpinned by the great teaching toolkit alongside monitoring and accountability systems to ensure that where teaching is not at least good appropriate action is taken.
4. Ensure teachers are aware of the needs of their learners and plan carefully in order to meet these needs.
5. Work with external partners in order to provide assessment for exams access arrangements.
6. Eliminate the attendance gaps which exist between key groups of students.

## **9. Monitoring arrangements**

The designated Deputy Headteacher for equality will update the equality information we publish outlined above at least every year.

This document will be reviewed by the local governing body at least every 4 years.

This document will be approved by the local governing body.

## **10. Links with other policies**

This document links to the following policies:

- Supporting students with medical conditions
- SEND information report
- Supporting Transgender students
- Promoting Democratic Values at Lister Community School
- Relationships, Sex and Health Education
- Behaviour policy
- Accessibility plan