



# Murray Park School

## Equality information and objectives (public sector equality duty) statement

Updates and review	The published equality information is updated every year on the School's website. The objectives are reviewed and updated at least every four years.
Additional information	This statement is reviewed on an annual cycle by the Governors' Quality of Education Committee.

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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; and,
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

### Protected characteristics

The nine protected characteristics are detailed in the Equality Act 2010:



### Our Curriculum vision

At Murray Park School, our curriculum vision is to provide an ambitious and inspirational education for all of our pupils. Our strong set of values: Perseverance; Respect; Independence; Dreams and Excellence (PRIDE) underpins our ethos and our promotion of equality and diversity. Through our curriculum, our pupils develop the confidence to embrace the responsibilities that life has to offer and to become valued members of the local community, both now and in the future.

In all lessons the pupils are challenged and engaged in an education that prepares them for their futures. Our curriculum enables all of our pupils to develop life skills, such as, creativity, empathy and collaboration, resulting in resilient individuals with high aspirations and respect for equality and diversity.

## Our Curriculum Rationale



## 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 members of staff, pupils and parents/carers;
- ensure that the published equality information is updated at least every year and that the objectives are reviewed and updated at least every four years; and,
- delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The Chair of Governors will:

- ensure that the equality objectives are discussed with Suzanne Whiston, Deputy Headteacher (the designated member of staff for equality) every term at the Quality of Education Committee meeting. The Chair of Governors will meet with the designated members of staff for equality and other relevant staff members as required to discuss any issues and to monitor how these are being addressed;
- ensure that members of the governing board are familiar with all relevant legislation and the contents of this document;
- attend appropriate equality and diversity training; and,
- report back to the full governing board regarding any issues.

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 member of staff for equality, Suzanne Whiston, will:

- support the headteacher in promoting knowledge and understanding of the equality objectives amongst members of staff and pupils;
- raise and discuss any issues with the Chair of Governors termly as detailed above; and,
- 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. Members of staff and governors are regularly reminded of their responsibilities under the Equality Act, for example, during meetings and INSET. New members of staff and trainee teachers receive training on the Equality Act as part of their induction. All members of staff receive refresher training every September regarding the Equality Act 2010 and the protected characteristics.

The school has a designated member of staff, Suzanne Whiston, for monitoring equality issues. She makes the senior leadership team and the governors aware of the progress made towards achieving the equality objectives.

## 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, for example, pupils with disabilities or pupils who are being subjected to homophobic bullying;
- taking steps to meet the particular needs of people who have a particular characteristic, for example, enabling Muslim pupils to pray at prescribed times and providing a prayer room; and,
- encouraging people who have a particular characteristic to participate fully in activities, such as, encouraging all pupils to be involved in the full range of extra-curricular clubs, activities and trips and visits.

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

- analyse data to determine strengths and areas for improvement, implement actions in response and publish this information;
- make evidence available identifying improvements for specific groups; and,
- publish further data and information 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 Religious Studies, citizenship and relationships, sex and health education (RSHE). Activities take place in other curriculum areas, for example, as part of teaching and learning in English and literacy lessons, the pupils study literature from a range of cultures and in food technology lessons, the pupils learn about food from a range of cultures and countries.

Assemblies are held which focus on equality, diversity and the protected characteristics. Pupils are encouraged to take a lead in these assemblies and external speakers are also invited to contribute. Leaders of local faith groups will be invited to speak at assemblies and in Religious Studies lessons. We organise school trips and extra-curricular activities which are based around the local community.

The School encourages and implements initiatives to promote equality and diversity and to continue to develop the pupils' knowledge and understanding of different cultures. Our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. Each year group also has a year council. All pupils are encouraged to participate in the school's extra-curricular activities, such as, sports clubs.

We have developed links with people and groups who have specialist knowledge about particular characteristics, such as LGBT+ Derbyshire, which helps to inform and to develop our approach and planning.

We also work with parents/carers to promote our focus on equality and diversity and we have a Parent/Carer forum. Our equality and diversity activities are disseminated to parents/carers through our newsletter.

Our Equality and Diversity Working Party is attended by teaching and non-teaching staff and the senior prefects. The Working Party meets half-termly to focus on promoting equality and diversity across the School, planning activities and organising training.

## **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 ensures that:

- the dates of religious holidays and festivals are taken into account when calendaring events;
- the activity is accessible to pupils with disabilities; and,
- the activity has equivalent facilities for boys and girls.

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. The record is completed by the member of staff organising the activity.

## **8. Equality objectives**

### **Objective 1**

To ensure that all students are given the opportunity to make a positive contribution to the life of the school

### **Reasons why we have chosen this objective**

Murray Park School is committed to ensuring that all pupils play an active role in the life of the School and promoting equality of opportunity between people who share a protected characteristic and people who do not share it.

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

- ensure that all pupils have the opportunity to volunteer to become members of the year councils and the school council and involve them in important consultation decisions, such as, the Relationships and Sex Education consultation;
- make certain that the application process for senior prefects is promoted to all students during the final term of Year 10;

- ensure that the senior prefects are assigned areas of responsibility, including appointing two senior prefects who are diversity leads;
- invite the senior prefects to the Equality and Diversity Working Party meetings to work alongside teaching and non-teaching staff in promoting diversity and equality across the School;
- encourage all members of staff and pupils to take part in Diversity Week in June;
- launch the Peer Mentoring programme across all year groups; and,
- organise an extra-curricular activity fayre for students in all year groups to sign up to.

## Review of Objective 1

### Progress we are making towards this objective

Details of objective	Evidence	Further development
Year and School Councils	<p>Two pupils from each tutor group in each year group form the Year Councils.</p> <p>Year Council meetings were held for each group regarding the Relationships and Sex Education programme</p> <p>Members of the School Council continue to be actively involved in student panels.</p>	<p>Year Councils and the School Council to be more actively involved in activities in the local community and running in-school activities, such as, charity events</p> <p>Half-termly meetings with the pupils to take place</p> <p>Pupils organise termly charity events and community action projects</p> <p>Lead teachers help to coordinate and to supervise the charity events and community action projects.</p> <p>Senior prefects organise whole-school events which celebrate equality and diversity and the School's PRIDE values.</p>
Application process for senior prefects	<p>This was promoted to all students in Year 10. The senior prefects have been assigned key areas of responsibility: Diversity, Transition, Charity and Community, Peer Mentoring, Mental Health, Environment, EAL, Extra-curricular</p>	<p>The senior prefects will take up their positions of responsibility in the Autumn Term and will organise activities in their areas of responsibility.</p>

	<p>activities and Public Relations.</p> <p>A group of senior prefects, including the two lead senior prefects for diversity, attend the equality and Diversity Working Party and helped to organise Diversity Week and non-uniform day.</p>	
The Equality and Diversity Working Party	<p>The Equality and Diversity Working Party was set up in the academic year 2020-2021. The meetings are attended by teaching and non-teaching staff in addition to the senior prefects. Objective two details the achievements of this group.</p>	<p>Members of the Working Party to organise further equality and diversity events for the pupils in all year groups</p>
Diversity Week	<p>Staff and students took part in Diversity Week and the non-uniform day in June. Staff and students were encouraged to wear something which reflected and represented themselves, such as, traditional clothes and cultural clothes or something which reflected their interests, skills, personality and tastes. Activities relating to equality and the protected characteristics were undertaken in Personal Development lessons.</p>	<p>Further activities to be organised by the Senior Prefects, the Year and School Council and the Equality and Diversity Working Party</p>
Launch the Peer Mentoring programme across all year groups	<p>Students applied to be peer mentors. A celebration event was held to recognise the successful applicants. A parent/carer presentation supported the process and explained the role of peer-mentoring at Murray Park School. Compulsory units were delivered by outside trainers.</p>	<p>The Peer mentoring scheme will continue. Meetings will be held with the peer mentors to analyse the process and the training will be evaluated. The peer mentors will have a base and pupils will be reminded how to access support.</p>

<p>Extra-curricular activity fayre for students in all year groups to sign up to</p>	<p>This will take place in September 2022.</p> <p>Launched the Murray Park Charter for Success</p>	<p>Attendance will be monitored half-termly. 100% of pupils will take part in extra-curricular activities.</p> <p>100% of departments will offer a rich experience outside their curriculum time to further enhance each pupil's cultural capital.</p> <p>Continue to evaluate the milestones reached.</p>
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## Objective 2

To provide an environment that welcomes, protects and respects diversity and equality

### Reasons why we have chosen this objective

Murray Park School is committed to eliminating discrimination and advancing equality between people. We foster good relations between all members of our school community and also the wider community.

### To achieve this objective we plan to:

- invite visiting speakers to raise the importance of equality and diversity across the School and to discuss LGBT+, British Values, mental health, disability and diversity and equality;
- promote religious festivals;
- provide further opportunities to discuss key issues in the news relating to equality and diversity;
- further promote the PRIDE values across the School;
- increase the number of cultural trips, visits and extra-curricular activities; and,
- increase the number of displays which promote equality and diversity in our school community.

## Review of Objective 2

### Progress we are making towards this objective

Details of objective	Evidence	Further development
Invite visiting speakers to raise the importance of equality and diversity across the School and to discuss LGBT+, British Values, mental health, disability, diversity and equality.	Singer Eleni delivered a virtual performance to the pupils in all year groups on mental health, discrimination, British Values and LGBT+.  Staff training from LGBT+ Derbyshire for teaching and non-teaching staff in July 2021	Further visiting speakers to be organised (assemblies, drop-down days and in RSHE lessons as appropriate).
Produce further resources and organise activities to celebrate Black History Month: October 2021 and 2022.	The History Department will be organising a range of activities and will also be promoting the importance of hidden histories from different communities.	Meetings with the student voice to organise the activities for 2022-2023
Promote religious festivals.	Religious festivals are studied in Religious Studies lessons.	The students requested that religious festivals are given a higher profile in the tutor notices  The senior prefects would like the opportunity to talk to students/deliver a presentation about the religious festivals during assemblies when they resume in the hall.
Provide further opportunities to discuss key issues in the news relating to equality and diversity.	The students discuss these in tutor time.  Departments across the school are delivering assemblies every half-term entitled: <i>What's in the news?</i>  The History Department is producing tutor slides entitled: <i>This day in history</i> to promote diversity and equality.	The assemblies will continue during the academic years 2021-2022 and 2022-2023.

<p>Further promote the PRIDE values across the School.</p>	<p>Our PRIDE values are displayed throughout the School site.</p>	<p>Tutor slides to be produced each week which focus on one of the PRIDE values.</p>
<p>Increase the number of cultural trips, visits and extra-curricular activities.</p>	<p>Diversity Week took place in June 2021 and 2022.</p> <p>New activities included: a cultural cooking club and competition, a cultural art competition and a dancing club which promotes dancing from a range of countries.</p> <p>Enrichment Day took place on 19<sup>th</sup> July 2021 which focused on diversity and equality.</p> <p>The pupils took part in a trip to a Greek Orthodox Church.</p> <p>World Food Day was celebrated on 16<sup>th</sup> October 2021</p> <p>A trip to France was organised by the MFL Department.</p>	<p>Trip to be organised to the National Sikh Museum in Derby</p> <p>Lunchtime sessions to be run by LGBT+ Derbyshire</p> <p>Further trips abroad to be organised</p> <p>Two Enrichment Days will take place on 20<sup>th</sup> and 21<sup>st</sup> July 2022.</p>
<p>Increase the number of displays which promote equality and diversity in our school community.</p>	<p>Displays have been made regarding the Equality Act and the protected characteristics and a display showing the countries that members of staff have worked in.</p> <p>The wall art was installed in August and September 2021.</p> <p>The Assistant Headteacher has met with the Heads of Department to ensure that the new wall art in curriculum areas promotes equality and diversity and develops the pupils' understanding of the protected characteristics.</p> <p>A display celebrating the languages spoken and the cultures at Murray Park</p>	<p>A display celebrating the languages spoken and the cultures at Murray Park School was put up in the Autumn Term of 2021.</p> <p>Displays celebrating equality and diversity will continue to be updated.</p>

	School was put up in the Autumn Term of 2021.	
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### Objective 3

To provide regular training to all members of staff on the Equality Act 2010, equal opportunities and the protected characteristics. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

### Reasons why we have chosen this objective

Our school aims to eliminate discrimination and to advance equality of opportunity between people who share a protected characteristic and people who do not share it.

### To achieve this objective we plan to:

- provide annual training to teaching and non-teaching staff;
- organise training on the Equality Act 2010 and the Protected Characteristics for Middle Leaders during their Thursday morning meetings;
- invite visiting speakers to deliver sessions on the Equality Act 2010 and the protected characteristics; and,
- provide training to staff delivering RSHE during curriculum meeting time.

### Review of Objective 3

### Progress we are making towards this objective

Details of objective	Evidence	Further development
Provide annual training to teaching and non-teaching staff	Training provided during INSET.	Ensure that all teaching and non-teaching staff continue to receive training in the academic year 2022-2023
Provide training on the Equality Act 2010 and the Protected Characteristics to Middle Leaders during their Thursday morning meetings	Middle leaders and their teams promote equality of opportunity in their teaching and foster good relations.	Ensure that this training continues during the academic year 2022-2023.
Invite visiting speakers to deliver sessions on the Equality Act 2010 and the	Training provided in July 2021 to teaching and non-teaching staff by LGBT+	Further visiting speakers to be organised for the academic year 2022-2023.

protected characteristics.	Derbyshire	
Provide training to members of staff delivering RSHE during curriculum meeting time.	Members of staff comply with the relevant provisions of the Equality Act 2010 when teaching.  Members of staff receive training during their timetabled RSHE meetings.	RSHE meetings have been timetabled for the academic year 2022-2023.

## 9. Monitoring arrangements

The designated member of staff for equality, Suzanne Whiston, will update the equality information we publish at least every year.

This statement is reviewed on an annual cycle by the Governors' Quality of Education Committee. The objectives are reviewed and updated at least every four years.

This document will be approved by the Governors' Quality of Education Committee.

## 10. Links with other policies

This document links to the following policies:

- Accessibility and Disability Equality Policy
- Anti-Bullying Policy
- Relationships and Sex Education Policy
- SEND Policy