

Equality Information and Objectives

Highworth Warneford School



Approved by: Headteacher

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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.](#)

This document also complies with our funding agreement and articles of association.

3. 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, students and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives to the headteacher

The headteacher will:

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

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.

5. Advancing equality of opportunity

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. 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)

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 personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues.
- Working with our local community.
- 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:

- Is accessible to students with disabilities
- Has equivalent facilities and opportunities for boys and girls

8. Equality objectives 2022-24

Objective 1

To narrow progress gaps for different groups of students, with a particular focus on two cohorts: disadvantaged and able boys.

Why we have chosen this objective

Although there was previously an improvement in the “pupil premium gap”, this cohort of students now have far lower outcomes than their peers and was negatively impacted nationally due to Covid. Able girls currently do significantly better than able boys in the majority of subject areas at the school

To achieve this objective, we plan to:

- *Analyse and monitor the progress of able boys and disadvantaged students.*
- *Plan and deliver targeted intervention where needed.*
- *Encourage equality of opportunity in the curriculum e.g. “boy-friendly” topics.*
- *Use PP funding to feed into “quality first” teaching*

Progress we are making towards this objective:

To be reviewed annually following exam results.

Objective 2

To reduce the incidence of the use of homophobic, sexist and racist language by students in the school from a baseline measured in 2020-21.

Why we have chosen this objective

Although this is not a regular occurrence, we feel it is important to have zero tolerance of inappropriate use of language – both to protect the victims and also those using such language, who will find that society has low levels of tolerance for this behaviour.

To achieve this objective, we plan to:

- *Make expectations clear by e.g. assemblies and the PSHE programme*
- *Tackle any incidents using appropriate sanctions but also ensure that students are made to understand the impact of their behaviour*
- *Analyse and monitor incidents and plan specific interventions if patterns occur within groups of students e.g. a friendship or year group*

Progress we are making towards this objective:

To be reviewed annually via the Safeguarding duty