

Equality and Information Objectives 2025

This policy should be read in conjunction with other relevant school policies, including the Anti-Bullying Policy, Special Educational Needs and Disabilities (SEND) Policy, and Curriculum Policy.

Policy Statement

This Equality and Information Objectives Policy outlines the commitment of NWLJDS to ensure equality of opportunity and access for all students, staff, and visitors, regardless of their background or individual characteristics. The policy aims to promote a culture of inclusivity, respect, and diversity in all areas of school life, ensuring that every person is treated fairly and given the support and opportunities they need to succeed. This policy applies to all members of the school community, including students, staff, parents/carers, and visitors.

Equality of Opportunity

We are committed to providing an environment in which all students and staff have the opportunity to thrive, regardless of:

- Age
- Disability
- Gender
- Race
- Ethnicity
- Religion or Belief
- Sexual Orientation
- Pregnancy or Maternity
- Gender Identity
- Socioeconomic Background

We aim to ensure that no one is disadvantaged in any aspect of school life due to these or any other characteristics.

Equality Objectives

In line with the Equality Act 2010, we are required to set equality objectives to support and promote the commitment to equality across the school. These objectives will be reviewed annually, with the following key goals:

1. Increase the Participation of Underrepresented Groups
 - We will work to increase the participation and achievement of students from disadvantaged backgrounds, including those eligible for free school meals, students with special educational needs, and those from minority ethnic groups.
2. Foster a Positive, Inclusive School Climate
 - We will create an inclusive school climate that celebrates diversity and ensures that all students feel safe, valued, and supported. This includes addressing bullying and prejudice and promoting understanding of different cultures, identities, and experiences.
3. Ensure Accessibility for All Students
 - We will assess and improve the physical, educational, and curricular accessibility of the school, ensuring that all students, regardless of their individual needs, can fully participate in all aspects of school life.
4. Promote Gender Equality
 - We will monitor and promote gender equality across all areas of the school, including in classroom participation, extracurricular activities, and leadership roles. We aim to

eliminate any barriers to gender equality, ensuring all students can pursue their interests and ambitions.

5. Provide Equal Opportunities for Staff Development

- We will ensure that all staff members have equal access to professional development and career progression opportunities. We will actively work to eliminate any biases in recruitment, retention, and development practices.

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 four 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 pupils
- Monitor success in achieving the objectives and report back to governors

The **Deputy Headteacher** will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- 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.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim staff to pray at prescribed times)
- 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 activities)

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 our PSHE education, but also activities in other curriculum areas. For example, 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 including inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.

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

Equality objectives

Objective 1: Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: Everyone involved in recruitment and school leadership should have a refreshed understanding of discrimination issues that can arise during the recruitment process to ensure they can be avoided.

To achieve this objective we plan to: Train all staff and governors involved in recruitment.

Objective 2: Include the “two ticks” positive about people with disabilities symbol on all job adverts, application forms and information by January next year, to help address the under-representation of people with disabilities in the school workforce.

Why we have chosen this objective: we want all suitable candidates to feel welcome to apply to vacancies at the school

To achieve this objective we plan to: include the “two ticks” on recruitment documentation

Implementation and Monitoring

The school’s Senior Leadership Team (SLT), in collaboration with governors, will ensure the implementation of this policy. Specific roles and responsibilities will include:

- Headteacher: Ensures overall responsibility for the implementation of the policy and objectives.

- Staff: Delivering inclusive practices within classrooms, curriculum, and school activities.
- Governors: Reviewing and supporting the school's progress on equality issues.

This policy will be reviewed annually to ensure that our objectives remain relevant and effective in meeting the needs of our school community.

Conclusion

At NWLJDS, we believe that all children deserve an education that supports their development, promotes equality, and respects their individuality. Through this policy, we aim to ensure that every member of the school community is treated with dignity and respect, and that opportunities for learning and personal growth are accessible to all.