



<b>Policy Title</b>	<b>Equality Objectives</b>
<b>Date ratified by Governing body</b>	<b>November 2020</b>
<b>Signed by</b>	
<b>Effective date</b>	<b>November 2020</b>
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<b>Governing Body Sub-Committee</b>	<b>Leadership and Management</b>

**The Hayfield School  
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## Equality Statement –

### **Our Vision:**

This statement is underpinned by the Equalities Act 2010 replacing all existing legislation and statutory duties in relation to protected characteristics and equality with a consolidated legal framework to discrimination law and a duty to promote community cohesion.

The Hayfield School is committed to providing an educational environment which recognises and celebrates diversity and removes barriers to individuals realising their full potential.

The Equalities Act replaces a number of separate pieces of discrimination legislation and introduces a single Act which introduces 9 protected characteristics which are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

### **Aims:**

The Hayfield School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under 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 between people who share a relevant protected characteristic and people who do not share it.

### **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 the Department for Education (DfE) guidance: The Equality Act 2010 and schools.

For further information with regards to our ethos and procedures please refer to the Single Equality Policy.

### **Roles and Responsibilities:**

The Governing Body will:

- Ensure that the equality information as set out in this statement and objectives are published and communicated throughout the school, including to staff, students and parents/carers and that:
  - This document is reviewed every year.
  - Equality objectives are updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.
- Attend appropriate equality and diversity training.
- 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 will:

- Support the Senior Leadership Team in promoting knowledge and understanding of the equality objectives amongst staff and students.
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary.

All staff are expected to have regard to this document and to work to achieve the objectives as set out in the Single Equality Policy and school establishment development plan.

Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited:

- 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 and avoiding discrimination and other prohibited conduct.
- Staff and governors are regularly reminded of their responsibilities under the Equality Act.
- The Hayfield School has a designated member of staff who is Safeguarding Lead who monitors equality issues. They regularly liaise regarding issues and make staff and governors aware of these as appropriate.
- All members of staff receive continuous professional development with regards to their duties under the Equality Act. New members receive this as part of their inclusion training.

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

As set out in the DfE guidance on the Equality Act, the school aim is to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a protected characteristic they have.
- Taking steps to meet the particular needs of people who have a protected characteristic.
- Encouraging people who have a protected characteristic to participate fully in any activities.

Foster good relations between people who share a relevant protected characteristic and people who do not share it:

- Promoting tolerance, friendship and understanding of a range of beliefs and cultures through different aspects of your curriculum. This includes teaching in citizenship, social/health and education, modern British values, spiritual/moral/social and cultural development and also activities in the wider curriculum.
- Developing awareness and understanding of protected characteristics and fostering good relations through assemblies, extra-curriculum visits, great speakers and opportunities to develop cultural capital.
- Take action to ensure all parents/carers are encouraged to participate in the life of the school.
- Maintain good channels of communication, e.g. through parent meetings, to ensure parents' views are captured to inform practice.
- Encourage members of the local community to join in activities and celebrations.
- Ensure that the parents/carers of newly arrived students e.g. English as an Additional Language/New to English, Gypsy Roma Traveller are made to feel part of the school community.

### **Equality objective 1:**

Promote understanding, awareness and respect for the diversity within our communities through the curriculum, assemblies, enrichment and wider opportunities to develop cultural capital.

### **Equality objective 2:**

Monitor and promote the engagement of students from all different groups in extra – curricular activities, wider opportunities for enrichment and the development of cultural capital, including leadership opportunities especially for students with Special Education Needs and Disabilities.

### **Equality objective 3:**

To ensure an equality of opportunity for all students to enable them to fulfil their full potential, by supporting families and providing targeted support to improve the lives of the most disadvantaged, vulnerable and at risk children in our communities.