



Equality Information and Objectives – School

Strive for Education

Approved by:	A Brown	Date:	August 2022
Last reviewed on:	August 2021 Sept 23	Next review date:	Sept 2025

1. Aims

Strive for Education (Strive) as an Independent Special School which 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](#).

3. Roles and responsibilities

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives.

The designated member of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All Strive employees are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

Strive 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.

Employees and advisors 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.

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

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Strive 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 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 societies)

6. Fostering good relations

Strive 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, citizenship and personal, social, health and economic (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
- Inviting external speakers
- Working with our local community, organising school trips and activities based around the local community.

7. Equality considerations in decision-making

Strive ensures it has due regard to equality considerations whenever significant decisions are made.

Strive always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, Strive considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Strive keeps a written record to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded within the risk assessment when planning trips and activities. The record is completed by the member of staff organising the activity.

8. Equality objectives

Objective 1: Have in place a reasonable adjustment agreement for all staff with disabilities by September, to meet their needs better and ensure that any disadvantages they experience are addressed.

Why we have chosen this objective: It is important to know if any of our employees require reasonable adjustments to be made when they start work with us.

To achieve this objective we plan to: Consult with employees prior to September start

Progress we are making towards this objective:

Objective 2: Train all members of staff 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: As we are recruiting and we need to ensure that those selecting and interviewing are aware of equal opportunities and are not discriminating.

To achieve this objective we plan to: Consult with those carrying out selection and interviews

Progress we are making towards this objective:

9. Monitoring arrangements

This document will be reviewed by the Headteacher and Operations Director at least every 2 years. This document will be approved by the Headteacher.

10. Links with other policies

This document links to the following policies:

- Health and Safety Policy
- Risk assessment
- Equal Opportunities Policy - Employees