



## The Corsham School Academy Group Equality Information and Objectives

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### 1. The Aims

The Corsham School Academy Group 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

The protected characteristics are defined as: [Protected characteristics | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/protected-characteristics)

### 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 bodies 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, and that they are reviewed and updated at least once every four years
- Ensure they're familiar with all relevant legislation and the contents of this document
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher(s)

The equality link governor for the Corsham School is Sarah Truelove and Bernie Morley. For Corsham Regis the link governor is Alan Brown. They will:

- Meet with the designated member of staff for equality every year and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- 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 Corsham School Academy Group 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.

New staff will receive training on the Equality Act as part of their induction.

### 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 (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)

In fulfilling this aspect of the duty, the Academy Group will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

- Publish further data 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 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
- 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. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school and ensuring that any incidents of prejudice-based bullying are followed up effectively with appropriate restorative outcomes.
- All pupils are encouraged to participate in the schools' activities, such as sports clubs.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach - for example EACH 'Educational Action Challenging Homophobia'.

## 7. Equality Considerations in Decision-Making

The Academy Group ensure it has due regard to equality considerations whenever significant decisions are made.

The schools always consider 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

## 8. Our Equality Objectives

To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools.

- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- To provide an environment that welcomes, protects and respects diverse people
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school

## 9. Staff

### 9.1 Recruitment

- All appropriately qualified applicants will be given equal consideration during the recruitment process and will not be discriminated against on any grounds referred to in paragraph 1 of this policy statement. A recruitment monitoring form will be sent with all application forms. Information gathered on this form will not be used in the selection process and will only be used for monitoring purposes.

## 9.2 Selection and Promotion

- Selection criteria for all posts will be clearly defined and reflected in the Job Description and Person Specification. Shortlisting and interviewing processes will be thorough, carried out objectively and without illegal discrimination. The appointment panel, where possible, will include staff appropriately trained in recruitment and selection and be aware of relevant employment legislation. The Corsham School Academy Group welcomes applications from suitably qualified disabled people and will make reasonable adjustments to the selection process and to the workplace and working arrangements to accommodate successful disabled candidates.

## 9.3 Working Conditions

- The Schools will take account of the requirements of individual members of staff in line with the relevant legislation. The School will also make reasonable adjustments to an individual's working environment, to enable them to carry out their role.

## 9.4 Staff Development

- The schools will not discriminate on any grounds referred to in paragraph 1 of this policy statement, in the provision of training and development to assist staff, (part-time or full time, permanent or fixed term), to perform their jobs more effectively.

## 10. Advertising and Information

- 10.1 School publications and advertisements for staff and student recruitment will state the school's commitment to Equality and Diversity. Language and images used in all publications, written and electronic material will not be discriminatory.
- 10.2 Information regarding staff vacancies will be circulated throughout the school and all posts will be advertised externally, unless there are justifiable reasons to do otherwise, which have been agreed by Senior Leadership Team.

## 11. Monitoring Arrangements

The school will update the equality information we publish, at least every year.

This document will be reviewed by governing body at least every 4 years.

## 12. Links with Other Policies

This document links to the following policies:

- Accessibility Policy
- Admissions Policy
- Examinations Policy for The Corsham School