

# THRIFTWOOD

## Equality Duty



Thriftwood School & College 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 Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are-

- age
- disability,
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

### **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

## **Roles and responsibilities**

### ***The Local Academy Committee 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
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

### ***The Senior leadership Team will:***

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and deliver training as necessary

## **Eliminating discrimination**

Thriftwood 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.

## **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, Thriftwood aims to advance equality of opportunity by:

- Sharing attainment data each academic year showing how pupils with different characteristics are performing
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

## How does Thriftwood comply with the Public Sector Equality Duty?

The school has a range of policies (such as Equality Duty, Behavior Policy, Child Protection Policy and Staff Code of Conduct) which make explicit the school's long-established commitment to actively promoting equality of opportunity for all. These policies include information on:

- British Values
- Accessibility plan
- Curriculum intent
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in PSHE, RE, topic and other subjects.
- Ramp and access to the school premises
- Leading on assemblies to explore and deal with relevant issues
- Fundraising for charities
- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Supporting all staff and children to reach their potential
- Interventions to maximise the progress of all groups of children
- Curriculum trips that meet the needs of all children
- Active promotion of the Thriftwood Code / Code of Conduct
- Active promotion of the anti-bullying policy
- Restorative justice – supporting any tensions between different groups of pupils within the school

## Equality objectives (2021-2025)

**Objective 1:** To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement.

**Objective 2:** Train all members of staff and governors on equal opportunities and non-discrimination.

**Objective 3:** To ensure all pupils have access to technology to enable them to fully access the curriculum, both at school and at home