



**Hazel** Wood  
High School

Respect Responsibility Aspiration

# Equality Information and Objectives Policy

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Part of the

**Oak**



Learning Partnership

# Hazel Wood High School Vision and Values

**Our Vision:** Fostering a sense of pride and community and providing opportunity for all to excel.

## **Our Values are:**

**Respect:** to be a role model to others, demonstrate positive interactions with all, use good manners, treat others how we wish to be treated, engage with others, be considerate and kind, be prepared, organised and to listen to others.

**Responsibility:** provide consistency of procedures, policies and professional behaviours, ensure the safety and wellbeing of all, engage, enthuse and inspire our learners through the whole school journey, be inclusive and understanding of the whole child and their needs and to promote the ethos of Hazel Wood High School within the wider community

**Aspiration:** to demonstrate a 'can do' attitude, see every challenge as an opportunity to shine, work with integrity in order to be a good role model, reflect on our practice and seek to improve as a life-long learner and to create a safe environment where no one is afraid to try.

## Our Commitment and Intent

Hazel Wood High School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

Hazel Wood High School has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how Hazel Wood High School determines its equality objectives.

This policy will also put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within Hazel Wood High School community and workforce.

# Definition of Key Terms

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. Hazel Wood High School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

## Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school policies:

- Admissions Policy
- Complaints Procedures Policy
- Data Protection Policy

- Equality Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

1. Eliminate discrimination harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. Hazel Wood High School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

Hazel Wood High School's liability not to discriminate, harass or victimise does not end when a pupil has left Hazel Wood High School, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities.

Hazel Wood High School will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities and Dignity at Work Policy.

# Principles and Aims

We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

Hazel Wood High School will:

- Promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.
- Promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.
- Promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity amongst individuals of all genders.

Transgender people are explicitly covered by the Public Sector Equality Duty (PSED). For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. Hazel Wood High School will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

Hazel Wood High School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system. Hazel Wood High School will ensure that all staff comply with the appropriate equality legislation and regulations. Hazel Wood High School's Admissions Policy will not discriminate against any protected characteristic in any way.

Hazel Wood High School will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing board.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.

- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in Hazel Wood High School, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

## Our Response/Responsibilities

We expect all members of Hazel Wood High School community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information where needed, to enable them to do this.

### **The Trust Board will:**

- Ensure that Hazel Wood High School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to:
  - Publish equality objectives at least every four years commencing on the date of the last publication.
  - Update and publish information every year to demonstrate school compliance with the PSED.
- Ensure that Hazel Wood High School's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.

- Ensure that Hazel Wood High School's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

### **The Headteacher will:**

- Implement and champion this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board.

### **Employees will:**

- Be mindful of any incidents of harassment or bullying in Hazel Wood High School.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and Hazel Wood High School's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

### **Pupils will:**



- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in Hazel Wood High School by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the head of year or to another member of staff.
- Abide by all Hazel Wood High School's equality and diversity policies, procedures and codes.

## Our Equality Objectives

Hazel Wood High School is committed to promoting the welfare and equality of all its staff, pupils and other members of Hazel Wood High School community.

Hazel Wood High School sees all members of Hazel Wood High School community as of equal value, regardless of any protected characteristic. Hazel Wood High School's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

Hazel Wood High School's Equality Information and Objectives Statement sets out how Hazel Wood High School is meeting the PSED and outlines how equality of opportunity is ensured for all members of Hazel Wood High School community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on Hazel Wood High School website annually.

Hazel Wood High School Equality objectives:

Objective 1	Why we have chosen this objective:	To achieve this objective, we plan to:
<p><b>To eliminate all forms of prejudice-based incidents towards people who share a protected characteristic* and implement an open culture of understanding, acceptance and positivity.</b></p> <p><i>*race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment</i></p>	<p>The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies.</p> <p>It requires that the school to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>• eliminate unlawful discrimination, harassment, victimisation and any other conduct</li> </ul>	<ul style="list-style-type: none"> <li>• positively reinforce and promote it through discrete Religious Studies and Enrichment/PSHE lessons, in addition to tutor and assembly programmes that will focus upon protected characteristics</li> <li>• positively reinforce and promote it through implementation of the the behaviour policy, in addition to focused interventions, aimed</li> </ul>



	<p>prohibited by the Equality Act 2010</p> <ul style="list-style-type: none"> <li>foster good relations between people who share a protected characteristic* and people who do not.</li> </ul> <p>Furthermore the Education Act requires academies 'as part of a broad and balanced curriculum, to promote the spiritual, moral, cultural, mental and physical development of pupils and of society'</p> <p>Through our school vision and values we celebrate the fact that our students speak, between them, 34 different languages and that we are a diverse population.</p>	<p>at addressing and educating students, through the pastoral system</p>
<p><b>To close the achievement gap by ensuring there is no significant difference in the progress made by different groups of learners.</b></p>	<p><b>Why we have chosen this objective:</b></p> <p>The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and academies.</p> <p>It requires that we must have due regard to the need to:</p> <ul style="list-style-type: none"> <li>advance equality and opportunity between people who share a prohibited characteristic and people who do not share it</li> </ul> <p>Approximately 53% of our students are from low-income families and so qualify for the pupil premium.</p> <p>A substantial proportion of our students are from minority communities: 15% of our students are on the SEND register; and 17 students have an Educational Health Care Plan (EHCP). There are currently eight looked after students. A key area of improvement remains to raise</p>	<p><b>To achieve this objective, we plan to:</b></p> <ul style="list-style-type: none"> <li>demonstrate high expectations and operate consistent routines and protocols</li> <li>deliver a powerful, knowledge-rich curriculum for all</li> <li>have a whole school focus on literacy</li> <li>have a whole school focus on numeracy</li> <li>have an unwavering focus on outcomes and overcoming the barriers to achieving them</li> <li>offer the very best teaching and support</li> <li>use the Pupil Premium effectively for closing identified gaps</li> </ul>

	the achievement of disadvantaged students.	
<b>To ensure 100% of Year 7 – 9 students participate in, at least, one extra-curricular activity.</b>	<p><b>Why we have chosen this objective:</b></p> <p>The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies.</p> <p>It requires that we must have due regard to the need to:</p> <ul style="list-style-type: none"> <li>foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it</li> </ul> <p>Research indicates that participating in after school programmes improves performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers (Education Endowment Foundation).</p> <p>Approximately 53% of our students are from low-income families and so qualify for the pupil premium. Children from disadvantaged backgrounds are less likely to be encouraged to participate in extra-curricular activities. We want to ensure that every child regularly participates in at least one extra-curricular activity.</p>	<p>To achieve this objective, we plan to:</p> <ul style="list-style-type: none"> <li>offer students a range of subjects, such as: art, drama, cadets, dance, debate, chess, music, gardening and a wide variety of sports; many of which take place during lunchtime</li> <li>use a proportion of our pupil premium funding to help cover the costs associated with delivering extra-curricular activities</li> <li>look to expand the programme and pay for coaches and experts to deliver sessions outside of the interests and expertise of our staff body.</li> <li>Deliver a character programme for all students at KS3 partially funded by Oak experiences.</li> <li>as part of any readmission programme, encourage students to commit to an extra-curricular activity</li> </ul>

Hazel Wood High School will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

# Collecting and Using Information

In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with Hazel Wood High School's legal obligations.

Hazel Wood High School will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

Hazel Wood High School will build an equality profile for staff to assist with identifying any issues within their recruitment regime. Hazel Wood High School will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

Hazel Wood High School will use the information they obtain to analyse any gaps present in their equality documentary, including the Equality Policy and Dignity at Work Policy.

## Publishing Information

Hazel Wood High School will publish information to demonstrate its compliance with the Act. Hazel Wood High School will publish information relating to persons within Hazel Wood High School community who share relevant protected characteristics, these will include:

- Other persons affected by Hazel Wood High School's policies and procedures.

Hazel Wood High School will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have, and it is not reasonably practicable for the employer to obtain the data.

Hazel Wood High School will update its equality objectives at least every four years and publish on Hazel Wood High School website. Hazel Wood High School will publish information on Hazel Wood High School website every year which will show the progress made towards the achievement of the equality objectives.

## Promoting Equality

In order to meet our objectives, Hazel Wood High School has identified the following priorities:

- Hazel Wood High School will provide auxiliary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and Hazel Wood High School will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- Hazel Wood High School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be differential lesson plans/short term plans of work designed to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system stipulated in the Behavioural Policy, which will be consistently enforced.
- Hazel Wood High School will increase access for disabled children and young people to Hazel Wood High School curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning

reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of Hazel Wood High School.

- Hazel Wood High School will ensure there is adequate access to the physical environment of Hazel Wood High School.
- Hazel Wood High School will improve the delivery of written information to disabled children and young people.
- Hazel Wood High School will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, Hazel Wood High School will plan ongoing events to raise awareness of equality and diversity.

Hazel Wood High School will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. Annual training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

## Addressing prejudice-related incidents

Hazel Wood High School is opposed to all forms of prejudice. Hazel Wood High School will ensure that pupils and staff are aware of the impact of prejudice. Hazel Wood High School will address any incidents immediately and, where appropriate, report them to the Governing Body and Trustees.

## Complaints

Hazel Wood High School aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that Hazel Wood High School provides.

Hazel Wood High School will adhere to the Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality and delivers an effective response and, appropriate redress. If a complaint has completed Hazel Wood High School's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

Hazel Wood High School works to develop good professional relationships between colleagues; however, we understand that sometimes conflicts may arise. Through maintaining open communication, we want our employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with Hazel Wood High School's Grievance Policy.

## Curriculum

All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, Hazel Wood High School will take every opportunity to promote and advance equality. When teaching the curriculum, Hazel Wood High School will promote equality and will not subject individuals to discrimination. Hazel Wood High School will develop an appropriate curriculum for all pupils in all vulnerable groups and will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

## Monitoring and Review

The headteacher will review this policy annually, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the headteacher and governing board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all relevant stakeholders.