



Equality Information and Objectives

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School Business Manager:		Date:	30/07/2025
Headteacher:		Date:	11/09/2025

Date of Next Review:	September 2026
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1. Aims

Amwell View School 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**, 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 governing board 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 Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff
- 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

Amwell View 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 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 receive training on the Equality and Diversity as part of their Induction process as a new employee, and thereafter annually in September as part of the INSET day.

5. Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic
- 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

In fulfilling this aspect of the duty, Amwell View School will:

- Publish anonymised attainment data 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
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

Amwell View 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.
- Holding assemblies that celebrates diversity/equality and achievement.
- Working with our local community.

7. Equality considerations in decision-making

Amwell View School ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups.



8. Equality Objectives 2023-2027

Objective 1:

To ensure the curriculum promotes positive attitudes to ethnic and cultural diversity, and celebrates diversity/equality and achievement by:

- Promoting equality with regard to race, gender, disability, religion and ethnicity in our school curriculum
- Promoting equality with regard to race, gender, disability, religion and ethnicity in our assemblies

Why have we chosen this objective?

To ensure we provide a fully inclusive curriculum that meets the needs of all pupils.

How will this be measured and evaluated?

Pupil Progress, monitored through Tapestry, class teacher reports, summative assessment tools and EHCP's.

Objective 2:

To ensure enrichment activities are made accessible to all pupils, by:

- Considering accessibility and equality when arranging an activity
- Addressing barriers through the schools planning and risk assessment process

Why have we chosen this objective?

To ensure all pupils have an opportunity to access engaging activities outside of the school curriculum.

How will this be measured and evaluated?

Lunchtime, After School and Holiday Clubs will provide a range of opportunities which will meet the needs of all pupils. Take up will be monitored by Senior Leaders and if After School Clubs cannot be accessed opportunities at lunchtime will be provided. Attendance Registers will be used for monitoring purposes.

Objective 3:

Training:

- To ensure all staff receive training on Equality and Diversity, annually and at Induction.
- Identify staff members and governors to receive training on Safer Recruitment.

Why have we chosen this objective?

To maintain equality and diversity in the workplace.

How will this be measured and evaluated?

Central log of staff training is kept by staff in the Front Office.



9. Monitoring arrangements

The Equality Information will be updated annually.
Section 8 Equality Objectives will be reviewed by the Governing Body every 4 years.
This document will be approved by the Governing Body.

10. Links with other policies

This document links to the following policy:

- Accessibility Plan