

Equality information and objectives

Okehampton College



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1. Aims

Our 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

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 Colleges 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 Colleges.](#)

This document also complies with our funding agreement and articles of association.

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 College, 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 Principal

The equality link governor is Tania Skeaping. Tania will:

- Meet with the designated member of staff for equality every term 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 Principal will:

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

The designated member of staff for equality will:

- Support the Principal in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every **term** to raise and discuss any issue.
- Support the Principal in identifying any staff training needs, and deliver training as necessary

All College 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 College 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 Act as part of their induction, and all staff receive refresher training every September.

The College has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

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

In fulfilling this aspect of the duty, the College 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 College 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 College trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the College. For example, our College council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the College's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

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

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

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

The College keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning College trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1: Expose students to thoughts and ideas of all kinds, however challenging or controversial, ensuring that the way in which issues are taught does not subject individual students to discrimination.

Why we have chosen this objective: To ensure that all students at Okehampton College are able to welcome anyone regardless of background into our community and to have the opportunity to develop a greater understanding of others.

To achieve this objective we plan to: Have assemblies marking key events. As well as covering aspects in Religious Studies lessons and extended learning days.

Progress we are making towards this objective: Assemblies marking key events have been identified. Day of Difference booked for extended learning days.

Objective 2: To ensure that there is equity in the distribution of educational outcomes across our student population.

Why we have chosen this objective: The equitable distribution of educational outcomes will ensure that all students regardless of background fulfil their potential and leave the college equipped and ready to make choices about their opportunities for future education or career.

To achieve this objective we plan to: regularly monitor and track the progress of individual students, identify students in need of support and send reports to parents based on progress.
Monitor achievement differentials across student groups.

Progress we are making towards this objective: Students progress is being monitored and where appropriate interventions are being put in place.

Objective 3: To eliminate homophobic and racist language and other potential prejudices amongst students.

Why we have chosen this objective: There is no place for prejudice and division within the Okehampton College community.

To achieve this objective we plan to: Raise awareness through assemblies, PSHE, RS and SMSC. Through the celebration of diversity within our own community and on the national stage.

Progress we are making towards this objective: College Values of community, and respect are shared in day to day working in college. Awareness programme undertaken by some students. Homophobic and racist language not tolerated and any incidents of this nature are addressed and recorded.

9. Monitoring arrangements

The SLT will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the Equalities Governor and the Principal at least every 4 years.

This document will be approved by the local governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment