



Batley Girls' High School
Visual Arts College

Achievement • Respect • Transformation

Equality Information and Objectives

(including the Public Sector Equality Duty)

Batley Girls' High School – Visual Arts College

Next review due: May 2023

Approved by: Local Governing Body

Last review: May 2019

Reviewed by: GEH



Aims	3
Legislation and Guidance	3
Roles and Responsibilities	3
Eliminating Discrimination	3
Advancing Equality of Opportunity	4
Fostering Good Relations	4
Equality Considerations in Decision-Making	5
Equality Objectives	5
Objective 1	5
Objective 2	5
Objective 3	5
Objective 4	5
Objective 5	5
Objective 6	5
Monitoring Arrangements	5

Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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.

Legislation and Guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the PSED 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 PSED 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.

Roles and Responsibilities

Batley Girls' High School (BGHS) school workforce are expected to have regard to this document and to work to achieve the objectives as set out below.

The Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school 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 Co-Heads.

The Co-Heads will:

- Promote knowledge and understanding of the equality objectives amongst staff, students and the school workforce.
- Monitor success in achieving the objectives and report back to Governors.

All member of the Senior Leadership Team (SLT) will:

- Support the Co-Heads in promoting knowledge and understanding of the equality objectives amongst staff and students.
- Support the Co-Heads in identifying any staff training needs and deliver training as necessary.

Eliminating Discrimination

BGHS 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. The school workforce are regularly reminded of their responsibilities under the Equality Act 2010.

New staff receive training on the Equality Act as part of their induction and relevant staff receive refresher training when appropriate.

Our SLT will monitor equality issues across school. They will liaise (when necessary) and make the Co-Heads and Governors aware of such issues as appropriate.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act 2010, 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. students with disabilities).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. ensuring access to prayer and reflection spaces).
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school activities and events).

In fulfilling this aspect of the duty, the school will:

- Analyse data to determine strengths and areas for improvement, implement actions in response and publish this information.
- If appropriate, make evidence available identifying improvements for specific groups of students.
- Analyse data associated with particular protected characteristics.

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, students will be introduced to literature from a range of cultures.
- Holding assemblies on relevant issues. Students will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute where appropriate/possible.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, schools events (e.g. East meets West) and organising educational visits and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, our student council, Year 11 and Year 13 senior leadership teams.

Equality Considerations in Decision-Making

The 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. 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 students with disabilities.

Equality Objectives

Objective 1

Undertake an analysis of recruitment data and trends with regard to the 9 protected characteristics and report on this to the Governing Board.

Objective 2

Have in place a reasonable adjustment plan for all staff with disabilities, to better meet their needs and ensure that any disadvantages they experience are addressed.

Objective 3

Train relevant members of staff and Governors involved in recruitment and selection on equal opportunities and non-discrimination.

Objective 4

Achieve the Disability Confident employer status (for the MAT).

Objective 5

Establish an Equality and Diversity Working Group consisting of staff and students.

Objective 6

Establish an Equality and Diversity Governor link.

Monitoring Arrangements

This policy will be reviewed by SLT at least every 4 years and approved by the Local Governing Body.