



Equality Duty for Schools Policy

Headteacher: Ms C Senior

Chair of Governors: Mr S Fitz-Gerald

	Date	Name	Signature
Policy Date	July 2025		
Review Date	July 2026		
Review Period	Annually		
Lead Person	Deputy Headteacher	Ruth Makepeace	
Prepared by	Deputy Headteacher	Ruth Makepeace	
Approved by	Chair of Governors	Stuart Fitz-Gerald	

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I. 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, harassment, victimisation 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 a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

The Governors and Staff of Blackfen School understand that compliance with the general equality duty is a legal obligation that will better inform decision making and policy development. They further recognise that, by achieving the three aims stated above, the school will be able to successfully meet the needs of a diverse population of students and draw on the talents of a diverse local community, to ensure our staff and governors better represent the wider community which we serve.

Blackfen School is committed to equality both as an employer and a service-provider. We aim to promote respect for difference and diversity make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving all stakeholders in our decisions

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- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

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 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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

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 school, including to staff, pupils and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governors are Mrs Nadine Doyle and Mrs Jordan McMahon.

They will:

- Meet with the designated member of staff for equality 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 headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils

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- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governors to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All staff within the school will:

- Seek ways in which culture, policies and practices can be further improved to advance equality and improve inclusivity;
- Foster good relationships between groups and tackle any prejudice-related incidents;
- Be able to recognise and tackle bias and stereotyping;
- Take up training and learning opportunities.

All students within the school will:

- Be encouraged, taught and supported to understand one another and to accept, respect and celebrate individual difference;
- Engage with the PHSE curriculum in relation to improving equality;
- ⊖ Report any incidents of bullying, harassment or prejudice-related incidents. Visitors and contractors are also responsible for following relevant school policies.

4. Eliminating Discrimination

Blackfen 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. New staff receive training on the Equality Act as part of their induction. The school has a designated member of staff for monitoring EDI, and an equality link governors. 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, Blackfen School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by staff/pupils that are connected to a particular characteristic they have;

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- Taking steps to meet the particular needs of staff/pupils who have a particular characteristic;
- Encouraging staff/pupils who have a particular characteristic to participate fully in any activities (e.g., encouraging all pupils to be involved in the full range of DICE clubs);
- Review attainment and pastoral data each academic year to monitor how pupils with different characteristics are performing;
- Implement actions in response, where needed

6. Fostering Good Relations

Blackfen 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 and SPCS, but also activities in other curriculum areas including the Pastoral Curriculum and whole school events such as the Cultural Carnival.
- Holding assemblies dealing with relevant issues.
- Implementing initiatives to deal with tensions between different groups of pupils within our school.

7. Equality objectives

As a school, we are required to publish equality information every year:

The school's Equality Objectives should be read in conjunction with the Accessibility Policy

- We must report on at least 1 equality objective once every 4 years – we've chosen September 2025 to be our deadline for the next report.

Objective 1 To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community

Objective 2 To actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups

Objective 3 To provide appropriate and early pastoral interventions for students to promote positive behaviour and inclusion, especially for those groups over-represented in behaviour data (including students with special educational needs)

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Objective 4 To diversify the curriculum in all areas to ensure the positive representation of all protected characteristics across so that our students see and can be seen

Objective 5 To provide role-models for all students, ensuring diversity in the staff body, governors, visiting speakers and in leadership roles

8. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

School-specific equality objectives will be reviewed by head teacher at least every 4 years.

This document will be reviewed by governing board annually, to ensure continued compliance with the PSED.

This document will be approved by governing board.

9. Links with other policies

This document links to the following policies:

- o Accessibility Policy
- o Behaviour Policy
- o SEN information report
- o SEND policy