

Equality Information and Objectives Policy

Fairmead School

Date	Changes	Signed
July 2024	Updated objectives	
July 2025	Updated objectives	
July 2026	Updated Policy and objectives	



Wellbeing Statement: At Fairmead School we take a holistic approach to the wellbeing of our students and staff. All policies are written with this in mind and consider the physical and mental wellbeing of our students, staff and our school community.

Signed by:

Mrs T Felstead

Date:

3rd July 2026

Policy full review:

July 2029

Objectives Reviewed:

July 2026

1. 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 (<https://www.gov.uk/discrimination-your-rights>) 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

In Addition to meeting our legal obligations at Fairmead School we:

- Aim to celebrate differences through our curriculum, extracurricular activities and through all our working practices

2. 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 requires 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.

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/careers
- Ensure that the published equality information is updated at least every 3 years, and that the objectives are reviewed and updated every year
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor for Fairmead School is **Kirsty Farthing**. They will:

- Meet with the designated member of staff for equality twice every academic year, 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality **Shaun France, Assistant Head Teacher** will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor twice every academic year to raise and discuss any issues

Support the head teacher in identifying any staff training needs, and deliver training as necessary. 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

The 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. This also includes visuals in staffrooms and around the school.

New staff receive training on the Equality Diversity and Inclusion part of their induction with any existing staff not having completed to do a refresher.

The school 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 protected characteristics

As set out in the DfE guidance on the Equality Act, 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. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

Targeted interventions to address misogynistic and gender biased views

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 school clubs)

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

Monitors strengths and areas for improvement and implement actions in response

Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

6. Fostering good relations

Fairmead 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, Arts and RSHE (PSHE), 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 and workshops dealing with relevant issues. Pupils will be encouraged to ask questions to further their understanding in such assemblies

Working with our local community and organising school trips and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups, genders and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. Protected Characteristics/Equality Statement is made and minuted in Governor meetings

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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for all young people

8. Equality objectives 2026/27

Objective 1

For all new and existing staff to complete Equality, Diversity and Inclusion training

This will raise awareness and support staff to be aware of their own practice and that of their colleagues challenging any concerns they may have.

Objective 2

To ensure all school resources reflect positively on our diverse community

To conduct a full school audit of existing and new resources to ensure equality, diversity and inclusion are considered and being celebrated wherever possible. This will include school and classroom visuals, social stories, class books and library books

Objective 3

To develop roles within our Pupil Leaders that recognise the need of our young people including a Sensory Champion and a Communication Ambassador

Pupil Leaders in these roles will support the school in these areas to recognise areas of strength and advise on areas of weakness.

9. Monitoring arrangements

The designated member of staff for equality Shaun France, Assistant Headteacher will update the equality information we publish, as described in sections 4-7 above, at least every year.

This document will be reviewed by head teacher at least every 3 years.