

# Equality information and objectives policy

Crisp Vocational Provision



Crisp Vocational Provision Ltd  
**Building futures for tomorrow**

<b>Approved by:</b>	Charlotte Young	<b>Date: September 2024</b>
<b>Last reviewed on:</b>	February 2024	
<b>Next review due by:</b>	Before 4 years- as/when appropriate.	

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### 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 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 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 headteacher 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
- › 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
- › Ensure they're familiar with all relevant legislation and the contents of this document
- › Attend appropriate equality and diversity training

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to the staff team/proprietor.

## 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 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.

The school has a designated member of staff for monitoring equality issues, and a pastoral lead for LGBTQ+ (John Mallett). They regularly liaise regarding any issues and make senior leaders aware of these as appropriate.

## 5. Advancing equality of opportunity

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 that 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 school societies)

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

- Share data with proprietor/shareholders and all staff within the provision during termly meetings. Additionally, our duty as an alternative provision allows frequent opportunity to share specific data with referrers, both through our communication systems and through the rigorous Quality Assurance meetings and assessments.
- Analyse the data referenced above 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)

## 6. 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 life skills, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of delivering the Duke of Edinburgh Award and Outdoor Education in a range of settings.
- Working with our local community. This includes organising school trips and activities based around the local community and also inviting visitors in from a range of backgrounds with varied experiences.
- 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 and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports- promoting physical health and mental wellbeing, competitiveness etc. 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 objectives

1. To provide appropriate SEMH interventions and life skill/RSHE work that allows students to promote positive behaviour, experiences, and inclusion, especially given the nature of some students that attend our vocational Alternative Provision. This includes access to the Duke of Edinburgh Award.
2. To provide role-models for all students, ensuring diversity in the staff body, visiting speakers and in leadership roles.
3. 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.
4. To reduce the incidence of the use of discriminatory language and prejudice-based bullying by students in the school.
5. To ensure the consistent recording, reporting and action by staff following incidents of discriminatory language and behaviour, including bullying.
6. To review relevant school policies and publications to ensure they clearly reflect the aim of inclusivity.

## 8. Monitoring arrangements

This document will be approved by the headteacher and shared with other staff within the provision at least every four years.

***We have a LGBTQ+ Pastoral lead within the provision: John Mallett***