



Approved by Governing Body:	May 2023
Next review due:	May 2027

## **Public Sector Equality Duty Statement for the Forest Federation**

Our federation of schools are committed to equality both as an employer and an education provider:

- We do our best to ensure that everyone is treated fairly and with respect.
- We actively ensure sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We always ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils, staff and families.
- We actively aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity , 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.

### **General Duty**

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality or opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which could affect:

- Pupils from certain cultural/ethnic backgrounds
- Pupils who receive Pupil Premium.
- Pupils who are disabled.
- Pupils who have special educational needs.
- Pupils who are looked after
- Pupils who have EAL.
- Differences in gender achievement.

The school has a series of policies that support this Equality Statement. The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.

Across the Forest Federation schools we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this, notably the Behaviour, Safeguarding and SEND policies.

The termly Head of School reports to the full governing body include updates as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred and the number of children registered as having additional learning needs.

All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly and updated.

### **Equal Opportunities for All**

At our schools, careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually and action plans developed accordingly. At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils. The Federation has its own Equality Action Plan (aka Accessibility Plan) and this too is reviewed annually. A copy of this plan is available on the school website.

Our Public Sector Equality Objectives are:

1. To maintain and where required improve access to the physical environment of the school.
2. To increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as able-bodied pupils.
3. To improve the delivery of information to pupils, staff, parents and visitors with disabilities.
4. To increase the access to learning by working with parent/carers to improve school attendance.