

EQUALITY AND DIVERSITY at LEYTONSTONE SCHOOL



Leytonstone
SCHOOL

Approved by: Leytonstone School Governing Board

Date: January 2024

Last reviewed on: January
2023

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2026

Equality and Diversity Objectives Statement

Leytonstone School demonstrates a clear commitment to the promotion of diversity and equality as highlighted in its policies and related documents.

Leytonstone School aims to create a fair and just school community that promotes social inclusion, community cohesion and equality that respects diversity and which challenges and acts upon all forms of discrimination and inequality, including bullying.

Leytonstone School works actively to celebrate difference and challenge racism, sexism, homophobia and all other forms of prejudice.

The school takes positive action to promote racial harmony and to promote positive attitudes towards life in a multicultural, multi-ethnic and multi-faith school, through assemblies, the curriculum and special projects throughout the year.

There is a continuous focus to ensure that all students have equal opportunities to achieve to the best of their ability regardless of their sex, gender, ethnic or racial background, religion, prior attainment, special educational needs or sexuality.

We actively promote the values of tolerance, fairness, respect for other faiths, and the rule of law and democracy. Our Leytonstone School ethos underpins our whole school behaviour and rewards system.

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

Our school aims to promote respect for difference and diversity in accordance with our ethos.

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 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
- 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 Head Teacher

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 governors

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

5. Advancing equality of opportunity

The following are suggestions only and will need to be adapted depending on your school's circumstances.

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
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

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

- Publish attainment data each academic year showing how pupils with certain characteristics are performing

- 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
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 RE, citizenship and personal, social, health and economic (PSHRE) education, 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 dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- 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. 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 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.
- The school often uses a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions.

8. Equality objectives

Objective 1

Undertake an analysis of school incident data and trends in regard to certain protected characteristics, and report on this to the governing board on a termly basis.

Objective 2

Maintain a reasonable adjustment agreement for all staff with disabilities, to better meet their needs and make sure that any disadvantages they experience are addressed.

Objective 3

Maintain the wide representation of the senior leadership team across a range of protected characteristics.

Objective 4

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

9. Monitoring arrangements

This document will be reviewed by the governing board at least every 4 years.

Our School Ethos:

Leytonstone School is a **VILLAGE**.

We are proud, a **FAMILY**, a community; we are citizens.

We work hard together, **HANDS HELD**, challenged to improve, and we **IMPROVE**, every day.

Every member of our community is dedicated to growth. We are **BOTH TEACHER AND STUDENT**; when we make mistakes, we reflect, **REGROUP** and improve.

As Leytonstone citizens we know what we want and **WE KNOW HOW TO GET IT**.

We are curious, we ask questions we **DELVE AND DISCOVER**. We seek experiences which will broaden our horizons and we are equipped to manage the unknown; we are **BRAVE** and knowledgeable.

We know that Rome was not built in a day; we dig deep, stick in our heels, and **WE MAKE GAINS**.

We **THINK**, we observe, we are chameleons; ready for any and all situations.

We are many, a family **FROM NEAR AND FAR**, different in race, creed and belief. We value and understand our diversity.

We are healthy in mind and body. Life brings us **CHALLENGE**, but we take care of ourselves and each other; when things get difficult **WE KNOW WHERE TO GO**.

We are the future; we **SHINE BRIGHT**; we are powerful beyond measure.

We are Leytonstone School Citizens.