



CHIPPING NORTON SCHOOL

EQUALITY DUTY INFORMATION REPORT (STATUTORY)

Date reviewed:	1 September 2022
Next review:	1 September 2023
Member of staff responsible:	Barry Doherty
Committee:	Resources Committee

Introduction

The Equality Act 2010 requires schools to publish information by 6 April each year to demonstrate compliance with the aims of the Public Sector Equality Duty:

- Information about how the school is promoting equality and eliminating unlawful discriminations for students, staff and governors with protected characteristics (or other relevant people with protected characteristics within the school community)
- Information relating to employees with protected characteristics (but only if the school employs 150 staff or more, please see footnote*)

The information published in this document is our response to the above requirements.

Purpose of the policy

The Public Sector Equality Duty is set out in Section 149 of the Equality Act 2010. The 'duty', as it is known requires schools to pay due regard to the following, when exercising their public functions:

- Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and people who do not share it

The full Act is available at <http://www.legislation.gov.uk/ukpga/2010/15/contents>

What we do

- Ensure that the school retains a culture of advancing equality both in its policies and practices
- Develop student understanding of, and commitment to, the promotion of equality and the elimination of discriminatory practices and beliefs
- To deepen an understanding among all children and students of the strengths and needs of all protected characteristic groups
- Continue to see ways in which the culture, policies and practices within school can be further improved to advance equality and to eliminate discrimination

- Where necessary, address any barriers faced by students, parents and carers, governors, with protected characteristics (i.e. age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy, maternity and adoption)
- To celebrate the rich variety of individual and group characteristics which constitutes our school community
- Promote a culture that reflects the needs of our staff members
- Review school policies in line with any relevant equal opportunity implications

What we did last year

- Whole school engagement with the EqualTeach programme throughout 2021/22
- Governor involvement with EqualTeach - in the meetings and reviews
- Staff training throughout 2021/22 on all aspects of bullying/discrimination
- Student Focus groups set up and meet three times per year to give feedback on all aspects of inclusion
- Growing 'Pride' group meets weekly at lunchtimes to support and celebrate the LGBTQ community
- Strong restorative process embedded in school ('Repair & Rebuild') where victims have the opportunity to voice their concerns in a safe and structured way
- Through our work with Equaliteach, 35 students participated in the Agents for Change day in 2022 to promote EDI throughout the school
- A new EDI Policy written and agreed by the Governing Body and EDI literature purchased for the library
- Whole School A week assemblies focussing on diversity/difference/minority groups
- A new anonymous 'SAFE' safe installed in the library for anonymous concerns
- A new multi faith Prayer Room created for students

As a school and as the centre of the local community, we take into account data and intelligence about Oxfordshire and its many communities.

Looking ahead – what next

Over the course of the coming year, we will deliver our equality objectives. You can find these on our website at <https://chipping-norton.oxon.sch.uk> We will report annually on our progress on meeting these objectives.

Further information

For further information please contact Barry Doherty, Headteacher on 01608 649500 or office@chippingnortonschool.org

**Prohibited contact*

Direct discrimination occurs when someone is treated less favorably than another person because of a protected characteristic they have or are thought to have, or because they associate with someone who has a protected characteristic.

Indirect discrimination occurs when a condition, rule, policy or practice in your school that applies to everyone disadvantages people who share a protected characteristics.

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating and individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or aired a grievance under the Equality Act; or because they are suspected of doing so.

The Act specifies that having due regard to the needs to advance equality of opportunity might mean:

- *Removing or minimizing disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic;*
- *Taking steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of others;*
- *Encouraging people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.*

Having due regard to the need to foster good relations between people and communities involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding