



Mickle Trafford Village School Equality Duty and Objectives

Public Sector Equality Duty Statement

1 Introduction

1.1 This document describes how the Governing Board of Mickle Trafford Village School intends to fulfil its responsibilities under the Public Sector Equality Duty.

1.2 We will have due regard to 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; and
- Foster good relations between people who share a protected characteristic and those who do not share it.

1.3 We will collect and use equality information to help us to:

- Identify key issues;
- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively;
- Assess whether we are discriminating unlawfully when carrying out any of our functions;
- Identify what the key equality issues are for our organisation.
- Assess performance
- Benchmark our performance and processes against those of similar organisations, nationally or locally.
- Take action
- Consider taking steps to meet the needs of staff who share relevant protected characteristics;
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations;
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality;

- Develop equality objectives to meet the specific duties;
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

1.4 We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' i.e. staff with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- recruitment and promotion
- numbers of part-time and full-time staff
- pay and remuneration
- training
- return to work of women on maternity leave
- return to work of disabled employees following sick leave relating to their disability
- appraisals
- grievances (including about harassment)
- disciplinary action (including for harassment)
- dismissals and other reasons for leaving.

2. **Publication of Equality Information**

2.1 We will collect and use enough workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website some information about the impact of our employment functions on people with the different protected characteristics in order to demonstrate compliance with the general equality duty.

Equality Objectives 2020-2021

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Mickle Trafford Village School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

Eliminate discrimination, harassment and victimisation;

Promote equality of access and opportunity within our school and within our wider community;

Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors will review the progress we are making to meet our equality objectives with regard to the protected groups (age, sex, sexual

orientation, race, colour, nationality, ethnic or national origins, disability, religion or belief, sexual orientation or marital/civil partnership status, gender reassignment, pregnancy or maternity) under the Equality Act (2010).

Equality Objectives:

At Mickle Trafford Village School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

Objective 1: To monitor and review the progression and attainment of all children who are not achieving ARE due to Covid 19 where FFT shows attainment should be ARE.

To support gaps across the curriculum so that they are able to develop subject based skills and knowledge for ARE.

Objective 2: Continue to raise the awareness of other religions and cultures. For the children to positively respond to others views, religions, cultures and way of life. To ensure that children are given the opportunity to explore diversity and Positive Role Models for race, gender, age, disability and beliefs throughout the curriculum.
To be reviewed by SMSC leaders
To be reviewed by subject leaders

Objective 3: To ensure that all children have equal access to home learning opportunities during self-isolation or in the event of a class isolation.

To be reviewed by governing board and SLT in the event of isolation.

To be monitored by the assessment lead for data trends (objective 1).

To be monitored by the SENCo with a focus on the progress of SEN pupils ensuring appropriate resources and planning is offered.

To be monitored by PP lead to ensure fair access to home learning equipment.

To be monitored by all teachers ensuring learning is well planned and responded to via Google Classroom.