



THE ARUN VILLAGES FEDERATION

Enabling every child to thrive and succeed

EQUALITY DUTY OBJECTIVES AND STATEMENT

Committee Responsible:	FGB
Person Responsible:	EHT
Date Approved by FGB:	October 2021
Date for Review:	October 2022

Signed.....

Date.....

Introduction

Supporting all children within The Arun Villages Federation lies at the heart of this policy. Our federation values underpin all actions for children and their families.

Our federation values are:

Kindness;
Positivity;
Respect;
Honesty;
Teamwork.

The Arun Villages Federation will review progress against the objectives in the federation's Equality Duty Objectives and Statement annually, and we will review and update the entire plan and policy on a three-year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by protected characteristics, to ensure that all groups of pupils are making the best possible progress and taking appropriate action to address any gaps.

The principles of equality are applied to all other federation policies.

The General Duty

Public bodies have a 'General Duty' to:

- Eliminate 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.

The Specific Duties

The Arun Villages Federation will:

- Publish information showing that they have complied with the General Duty;
- Publish evidence of the equality analysis undertaken;
- Publish details of engagement undertaken with those with an interest in furthering the aims of the General Duty and the engagement they undertook in developing their Equality Objectives;
- Set and publish Equality Objectives.

Information Showing the Federation has complied with the General Duty

Duty	Actions Taken
Eliminate conduct that is prohibited by the Act	<p>We have reviewed our federation profile underlining the need for equality and inclusion in a federation that is relatively homogenous, recognising that our children belong to a society and world that is diverse and multi-cultural.</p> <p>There are very few reported incidents of any kind of discriminatory or prejudice related bullying or poor behaviour, (including racist and homophobic). Those which do occur are managed effectively by staff who appreciate fully the value of diversity and the need to promote equal opportunities.</p> <p>The federation has an Equality and Diversity Policy in place and the current required Equality Schemes and Disability Access Plan.</p>
Advance equality of opportunity between people who share a protected characteristic and people who do not share it	<p>Pupils who have additional needs are well supported in our federation and they make progress in line with expectations.</p> <p>There are established and effective monitoring systems in place to track pupil attainment. Groups and individuals are tracked where appropriate.</p> <p>Teachers intervene to prevent incidents of poor behaviour or bullying, and incidents are logged and followed up. The vast majority of pupils report that they feel safe in school, and that their views are listened to.</p> <p>Our Anti-Bullying and Behaviour Policies are always reviewed with pupil and parental engagement.</p>
Foster good relations across all characteristics (between people who share a protected characteristic and people who do not share it)	<p>Equality and inclusion are central to our federation ethos. The federation is developing a set of shared values which will support and further develop and ethos of tolerance and equality.</p> <p>There are opportunities in assemblies and in RHE, as well as other special days and weeks, to learn about difference and diversity, both in our own community and others, including the global dimension. Cross-curricular links provide additional opportunities to explore issues.</p> <p>Pupils participate regularly in events that raise awareness of a range of diversity issues and the federation contributes to a number of charities each year.</p> <p>The Arun Villages Federation continually seeks to improve communication with all federation stakeholders and seeks to provide access to information in a range of media, including the new Google Classroom.</p> <p>The pupil voice is strong in our schools.</p>

The Specific Duties - Publish Evidence of Equality Analysis Undertaken

Policy / Practice Considered	Outline of how the Policy / Practice was evaluated	Outcome of Analysis
Behaviour	The policy is reviewed annually. Pupils have been surveyed this year regarding bullying and behaviour. CPOMs is used to gather data on behaviour/bullying incidents so that it can be analysed for trends and patterns. Parents are involved promptly if there are causes for concerns.	There are no adverse trends evident in the implementation of this policy. Significant behaviour issues remain the exception, rather than the rule.
Anti-Bullying	All classes played an active role in anti-bullying week, culminating in a whole school assembly which may be attended by members of the governing board.	The Assistant Executive Head (Teaching and Learning) is the anti-bullying coordinator and maintains a log of bullying incidents. Outcomes from parent surveys will inform policy and practice.
Equal Opportunities	Reviewed annually by the governing board.	Policy has been reviewed to comply with the requirements of the Equality act, in particular, ensuring the protected characteristics are covered.
Curriculum, RE, Collective Worship and RHSE Policies	<p>These policies are monitored continually and updated and amended as appropriate.</p> <p>The RE Policy has been updated to reflect the requirements of the Locally Agreed Syllabus for RE.</p> <p>Our RHSE Policy has been ratified by the governing board and materials are shared with parents. Parents have been consulted on sex education content and their views will inform the new policy and scheme of work.</p> <p>The curriculum has been reviewed and includes equality impact assessments.</p>	The Collective Worship Policy identifies how values are at the heart of all assemblies and these include key events and figures from world religions. Links will be continually made between Christian values and values from other sources, from all religions and none.
Learning and Teaching	Learning and Teaching is central to our work as a federation and our philosophy and methods seek to ensure that all pupils have equal opportunity to access the curriculum through careful planning and differentiation. The policy is reviewed regularly by staff and approved by the governing	<p>This is a continually evolving policy, underpinned by our Aims and Values, as well as our commitment to Equality and Inclusion.</p> <p>Lesson observations have a regular focus on equality issues.</p>

	board. There are regular lesson visits / learning walks by SLT and termly strategic visits by governors.	
Safeguarding	<p>A core policy and area of practice, and closely linked to many others, including Equal Opportunities. Annually reviewed by the governing board.</p> <p>Constantly update to reflect changes in legislation and practice.</p> <p>Safeguarding is on the agenda of every meeting.</p>	<p>An annual audit is carried out by SLT and the Chair of Governors. Any areas for development are highlighted.</p> <p>There are induction procedures in place for new staff and regular visitors in addition to annual updates for all staff.</p>
Recruitment	Our Safer Recruitment Policy is reviewed regularly by the governing board and updated as appropriate. Measures to ensure compliance with the new requirements of the Equalities Act have been in place for some time, and this is kept under review whenever recruitment takes place.	Policy links closely to the Equal Opportunities Policy and reflecting the new requirements regarding application forms and interview questions.

The Specific Duties – Publish Details of Engagement Undertaken

Individual / Group Engaged or Consulted with	Outline of the Nature of the Engagement	Summary of Outcomes from Consultation
Pupils	Pupils are increasingly involved in decision making procedures of the federation through school councils.	<p>The vast majority of pupils report feeling safe and well looked after in school. There are almost no reported incidents of prejudice related bullying and there are established and effective policies and procedures for dealing with all poor behaviour.</p> <p>Pupil feedback is listened to and, where possible, their views are acted upon.</p>
Staff	Staff are regularly consulted on a range of issues through meetings, Inset, briefings etc. We aim to establish a culture of openness and shared accountability so that everyone is able to make a contribution to improving pupil outcomes and well-being.	<p>Staff feedback is taken into account in all aspects of the federation and school life.</p> <p>Staff identify needs for ongoing training and there have been recent CPD for all staff in developing our Behaviour Policy and identifying ways in which all</p>

		pupils can feel engaged and part of the school community.
Governors	<p>Governors regularly review issues pertaining to equality and inclusion at meetings.</p> <p>There is a link governor for anti-bullying, SEN and for safeguarding.</p>	<p>Governors are fully committed to the vision of establishing and maintaining a fully inclusive federation. They are actively involved in the life of the federation, both strategically and in its daily life.</p> <p>Governors are invited to an annual Inset day in September and other relevant training.</p>
Parents	<p>Parents are regularly invited to contribute to the development of federation/school policy and practice through the newsletter and through questionnaires.</p> <p>Parents of pupils on the SEN register are consulted to enable them to comment on this particular area.</p>	<p>Parents recognise our commitment to inclusion. We respond to feedback from parents and continue to seek ways to strengthen quality communication.</p>
Local Community	<p>Strong links have been established with the local churches and villages.</p>	<p>The federation celebrates Christmas and Easter at church, and the clergy are regular visitors, supporting our work through assemblies.</p> <p>Schools develop their relationship with their respective villages and participate in village activities where they can.</p> <p>All these things help to strengthen our culture of respect, caring and tolerance.</p>

Equality Objectives for 2021-2022

- To strengthen the role of School Councils and to establish a Federation Council so that children from different schools can work together.
- To introduce annual questionnaires for parents of children with SEND, so that their views inform policy and help to develop our practice.
- To ensure that all children are given a clear and supportive understanding of their role in equality for everyone.
- To use our curriculum 'suitcase' to ensure that equality, democracy, pupil voice and understanding of the needs of all children are embedded into all of our learning opportunities.