The Darent Federation of Schools

Equality Information and Objectives

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1. Aims

The Darent Federation comprises Sundridge & Brasted CE Primary School, Kemsing Primary School, and all staff and pupils within these school communities. This policy ensures compliance with the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations across all characteristics, between people who share a protected characteristic and those who do not.

2. Legislation and Guidance

This document is informed by:

- The Equality Act 2010, which introduced the Public Sector Equality Duty.
- The Equality Act 2010 (Specific Duties) Regulations 2011, requiring schools to publish equality information and objectives.
- Department for Education (DfE) guidance: The Equality Act 2010 and Schools.
- Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children, ensuring equality considerations contribute to a safe, inclusive environment.

3. Roles and Responsibilities

The Governing Board will:

- Ensure the equality objectives are published and communicated throughout the Federation.
- Review and update equality objectives at least every two years.
- Delegate responsibility for monitoring objectives to the Executive Headteacher.

The Equality Link Governor (Tara Anderson) will:

- Meet annually with the designated equality staff member to address issues.
- Stay updated on relevant legislation and training.
- Report to the full governing board.

The Executive Headteacher will:

- Promote awareness of equality objectives among staff and pupils.
- Monitor progress and report to governors.

The Designated Equality Lead will:

- Support the Executive Headteacher in promoting the objectives.
- Identify and coordinate relevant staff training.

All Federation Staff are expected to:

- Have regard for this policy and work to achieve its objectives.

4. Eliminating Discrimination

- All staff and governors receive annual training on the Equality Act and related responsibilities.
- New staff are trained as part of their induction.
- Policies explicitly reference non-discrimination provisions.
- A record of training is maintained to ensure ongoing compliance.
- The Federation implements anti-bullying initiatives, including bystander training and reporting mechanisms.

5. Advancing Equality of Opportunity

- Removing disadvantages (e.g., tailored support for SEND, EAL, and disadvantaged pupils).
- Accommodating religious and cultural needs (e.g., prayer facilities, dietary considerations).
- Encouraging full participation in activities, regardless of background.
- Curriculum representation: Ensuring diverse voices are embedded in teaching materials.

6. Fostering Good Relations

- Promoting inclusivity through RE, PSHE, and citizenship lessons.
- Assemblies covering diverse identities and contemporary equality issues.
- Community engagement with faith leaders and equality-focused organisations.
- Encouraging pupils to take active roles in inclusion initiatives.

7. Equality Considerations in Decision-Making

- Equality Impact Assessments (EIAs) are conducted for all significant decisions.
- EIAs are documented alongside risk assessments (e.g., school trips, new policies).
- Considerations include:
    - Religious observances.
    - Accessibility for SEND pupils.
    - Gender inclusivity in activities.

8. Equality Objectives

Objective 1:

- Conduct annual analysis of recruitment data by race, gender, disability, and socio-economic background.

Objective 2:

- Ensure reasonable adjustment agreements are in place for both staff and pupils, addressing disabilities and neurodivergence.

Objective 3:

- Increase the representation of underrepresented groups in staffing, including ethnic minorities, LGBTQ+ individuals, and those with disabilities.

Objective 4:

- Train all staff and governors annually in unconscious bias, anti-discrimination, and inclusive teaching strategies, ensuring 100% participation.

Objective 5:

- Embed inclusive literature, historical narratives, and role models reflecting protected characteristics into the curriculum.

9. Monitoring

- This policy will be reviewed at least every two years by the Executive Headteacher and the Governing Board.

10. Links with Other Policies

- Children's Welfare and Safety
- Child Protection and Safeguarding Policy
- Medical Needs Policy
- SEND Statement
- Pupil Premium and Free School Meals Statement
- Health & Safety Policy
- Staff Code of Conduct