

TRACKS-Education Policy for

TRACKS (PRU) School, Education in Hospital 1 (Airedale), Education in Hospital
2 (BRI)

And

Home Tuition

Equality Information & Objectives Statement

Owner	Hannah Whittaker
Date:	July 2018
Management Committee	
Approval Signature	
Prepared by	Hannah Whittaker
Next Review	July 2020

Aims

Tracks Education aims to meet its obligations under the public sector equality duty 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

Legislation and guidance

This document meets the requirements under the following legislation:

HYPERLINK "<http://www.legislation.gov.uk/ukpga/2010/15/contents>" [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination

HYPERLINK "<http://www.legislation.gov.uk/uksi/2011/2260/contents/made>" [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: HYPERLINK "https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf" [The Equality Act 2010 and schools](#).

Roles and responsibilities

The Management Committee will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout Tracks Education, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head of School

The equality link member of the Management Committee is Kate Welsh. They will:

Meet with the Head of School/SENCO every term to discuss any issues and how these are being addressed

Ensure they're familiar with all relevant legislation and the contents of this document

Attend appropriate equality and diversity training

Report back to the Management Committee regarding any issues

The Head of School will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils

Monitor success in achieving the objectives and report back to the Management Committee

All Tracks Education staff are expected to have regard to this document and to work to achieve the objectives.

Eliminating discrimination

Tracks Education 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 the Management Committee 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.

Tracks Education has an equality link member of the Management Committee. They regularly liaise regarding any issues and make SLT and the Management Committee aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Tracks Education aims to advance equality of opportunity by:

Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of social activities within Tracks Education)

In fulfilling this aspect of the duty, Tracks Education will:

Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

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

Fostering good relations

Tracks Education 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 and PSHCE 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

Working with our local community. This includes organising school visits and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within Tracks Education. For example, Tracks PRU School Council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in all social activities. We also work with parents to promote knowledge and understanding of different cultures

Equality considerations in decision-making

Tracks Education ensures it has due regard to equality considerations whenever significant decisions are made.

Tracks Education always considers the impact of significant decisions on particular groups. For example, when a school visit or activity is being planned, the school considers whether the activity:

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

Equality objectives

Train all members of staff and the Management Committee involved in recruitment and selection on equal opportunities and non-discrimination by the end of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

To increase the level of pupil voice by ensuring a fair representation of all pupils, and in this way to foster good relationships between those who have protected characteristics and those who do not.

To increase the membership of vulnerable pupils in trips, and in this way to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act.

To remove gaps in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act.

Promotion of cultural understanding, awareness and respect of different religious beliefs between different ethnic groups

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Home Tuition Management (on behalf of Bradford MDC Children's Services for Access & Inclusion)

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