

Pathways School

Equality information and objectives policy

Policy Monitoring

Date policy last reviewed: April 2025

Signed by:

Neil Jones

Headteacher

Date: April 2025

Saima Ali

Chair of governors

Date: April 2025

Date of next review: April 2026

This policy will be reviewed at least annually and following any concerns and/or updates to national/local guidance or procedure.

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our school aims to promote respect for difference and diversity in accordance with our values: Happiness, Friendship, Independence.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- 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: The Equality Act 2010 and schools.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school 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 governors 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.

Pathways School serves the needs of vulnerable young people with autism & learning disabilities. As such, staff training on induction and the ongoing regularly addresses the need to avoid discrimination and bias. All staff receive annual refresher training.

5. Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people that 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 school societies)

In fulfilling this aspect of the duty, the school will:

- Report attainment data to the governors and to the LA at annual review for each student each academic year showing how our students who have protected characteristics, are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

All students at Pathways School have protected characteristics. The school 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, citizenship and personal,

social, health and economic (PSHE) education, 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

- Recognising special days and events that deal with relevant issues.
- Working with our local community. This includes inviting leaders from the local community to visit the school and organising school trips and activities based around the locally.
- All pupils are encouraged to participate in the school's activities. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

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

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

To ensure that diversity is recognised and celebrated across the school community.

Why we have chosen this objective:

We have a diverse staff team and parent body, yet we do not emphasise this enough at the present time

To achieve this objective we plan to:

Understand the backgrounds of staff and families

Hold special days to celebrate cultural diversity, e.g. religion, food, festivals

Decorate the school to represent the diversity, e.g. national flags

Progress we are making towards this objective:

- Establish international day celebration for date in July 2026
- Informal gathering of background information on staff & students where consent is given

Objective 2

Ensure that all tutors working with students can record data that presents a fair picture of learning, demonstrating that there is an equality of opportunity to access learning.

Why we have chosen this objective:

Agency staff coming in to school are not yet engaged in the effective recording of trials data.

To achieve this objective we plan to:

Provide effective induction to any agency staff working at Pathways

Provide an easy-to-access recording system

Progress we are making towards this objective:

- ASP & BA provide concise induction for new agency staff working at school
- Where possible new agency staff are avoided in favour for those who are already familiar with Pathways expectations

Objective 3

Reducing the communication gap for parents

Why we have chosen this objective:

Effective communication varies between families with the outcome that there is variation in the home support for students, i.e. understanding of ABA/PBS, access to equipment and resources, community inclusion

To achieve this objective we plan to:

Host events for parents to come in to school

Provide opportunity for parents to engage with each other for support

Ensure school communication is accessible, i.e. translations, text & email

Progress we are making towards this objective:

- Parent event planned for July 2026 to coincide with international celebration

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the governing body at least every 4 years.

This document will be approved by the governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment