



Equality Information and Objectives 2021-2025

1. Overview

This document reflects the Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.

The Equality Act combines duties into one Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally.

2. Aims

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that pupils and parents are fully involved in the provision made by the school.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

3. Good Practice

- We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We consider it prudent and sensible to monitor and log incidents which are racist, and incidents that discriminate against children and young people or adults in our school with

protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. Strategies

- Parents and governors will be involved and consulted about the provision being offered by the school.
- Teachers will ensure that the teaching and learning takes account of the agreed equality objectives.
- The diversity within our school and the wider community will be viewed positively by all.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need.
- Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognised.

6. Equality Objectives

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

Equality Objectives 2021-2025

Objective 1: To ensure adult representation from minority ethnic groups and/or people of colour on the Governing Board

Why we have chosen this objective: The senior leadership and team and Governing Board recognised and discussed a lack of representation on the Governing Board in the Autumn Term 2020.

To achieve this objective we plan to: encourage parents from minority ethnic groups to stand for parent governor elections, e.g. through a statement on the application form

Progress we are making towards this objective: Since November 2020 we have increased minority ethnic representation on the Governing Board

Objective 2: To find and use opportunities to increase representation of minority ethnic groups and/or people of colour in the Cavendish curriculum and other areas, e.g. authors in the school library, people and civilisations in history/geography topics,

Why we have chosen this objective: some parental feedback that people of colour are under-represented in books and feedback from Hounslow Library Service with the recommendation that the school has a greater range of authors in the school library

To achieve this objective we plan to: undertake an internal review of books and authors in the library to identify gaps and then purchase new books to increase diversity; undertake a review of existing history and geography topics which meet national curriculum expectations and agree on

opportunities to increase minority ethnic representation e.g. topics on explorers, seafarers; research and deliver appropriate continuing professional development (CPD)

Progress we are making towards this objective: Assemblies are already used to celebrate the achievements of people of colour and different religious festivals, existing displays celebrate different languages spoken by Cavendish families

Objective 3: To ensure teaching staff are trained to support pupils at Cavendish with disabilities, e.g. those with Autism Spectrum Disorder

Why we have chosen this objective: the leadership team and teaching staff have recognised an increase at Cavendish of pupils with disabilities, especially those with Autism Spectrum Disorder (ASD), and the need for teachers and teaching assistants to be better trained to support the pupils' learning and emotional needs

To achieve this objective we plan to: research and provide appropriate CPD opportunities for staff on ASD and other disabilities and purchase linked resources

Progress we are making towards this objective: training for staff on ASD is written into the updated Accessibility Plan 2020

Objective 4. To develop a greater understanding of the needs of transgender people in order to prepare for possible transgender pupils and staff in school, to support teaching of diversity and to develop tolerance and understanding across the Cavendish community

Why we have chosen this objective: the leadership team recognises that staff, parents/carers and pupils need to develop their knowledge and understanding of particular issues of diversity within the new statutory Relationships Education curriculum

To achieve this objective we plan to: research and provide appropriate CPD opportunities for staff, provide further opportunities for discussion e.g. in staff meetings, communicate with parents in relation to the statutory requirements in the Relationships curriculum

Progress we are making towards this objective: the 'Jigsaw' curriculum has been recently purchased to support teaching of diversity issues

7. Monitoring

The Leadership Team and Governing Board will monitor, evaluate and review the progress being made to meet our agreed equality objectives, at least once a year.

The agreed equality objectives will be reviewed and updated at least every four years.

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