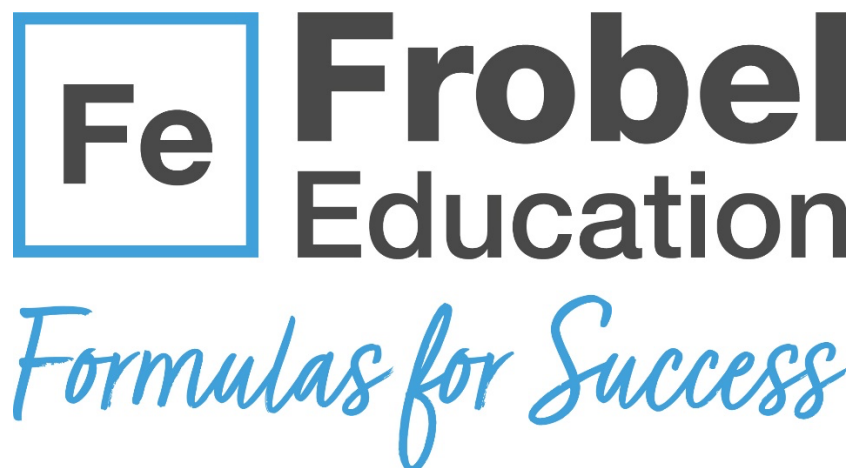


Equality Information and Objectives Policy



Date of Review: August 2026

Date of Next Review: August 2027

Reviewed by: Executive Board

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Note changed school to organisation or Frobel Education

1. Policy Aims

Frobel Education aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic;
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

Frobel Education aims to promote respect for difference and diversity in accordance with our values: Aspiration, Belonging, Respect, Integrity and Fortitude.

We value and respect diversity and strongly believe that no student, individual or family should be discriminated against. All individuals within our organisation are entitled to learn, teach or work in a non-threatening and supportive environment where they are valued and have the opportunity to develop to their full potential. We actively seek to remove the barriers that can hinder or exclude individual students, or group of students.

At Frobel Education, our aim is to ensure that students and staff develop and demonstrate positive attitudes towards diversity and difference, not only so that every student is included and not disadvantaged; but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We will challenge racist and discriminatory remarks, attitudes and behaviour both from the students in our care and other people we encounter.

For exams-specific policy, the following two policies should be referred to:

- Access Arrangements Policy (Exams)
- Equalities Policy (Exams)

2. Legislation and Guidance

This document meets the requirements under the following legislation:

- [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 organisations 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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

This document also complies with our funding agreement and articles of association.

3. Roles and Responsibilities

The governing board will:

1. Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the organisation, including to staff, students and parents/carers;
2. Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every four years;
3. Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the **Executive Board**.

The Executive Board will:

4. Promote knowledge and understanding of the equality objectives among staff and students;
5. Monitor success in achieving the objectives and report back to governors;
6. Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics.

All 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 organisation 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

5. Advancing Equality of Opportunity

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

7. Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying);
8. Taking steps to meet the particular needs of people who have a particular characteristic.

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

9. Publish attainment data each academic year showing how students with different characteristics are performing;
10. Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information;
11. Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying);
12. Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students.

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or students will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

6. Fostering Good Relations

The organisation aims to foster good relations between those who share a protected characteristic and those who do not share it by:

13. Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our tutoring curriculum where possible, for example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures;
14. Making students aware of our behaviour and anti-bullying policies;
15. We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7. Equality Consideration in Decision-Making

The organisation ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The organisation always considers the impact of significant decisions on particular groups. For example? The Key give an example of planning school trips and avoiding religious holidays etc.

8. Equality Objectives

We are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years – we've chosen September 2030 to be our deadline for this.

Objective

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

We have chosen this objective to ensure that we are meeting our obligations when it comes to recruitment and selection on equal opportunities and non-discrimination.

To achieve this objective, we plan to devise a bespoke training plan for all members of staff and governors involved in recruitment and selection, knowing that training needs will vary due to the range of skills and experience of members of staff and governors.

Progress we are making towards this objective:

9. Monitoring Arrangements

The Executive Board will update the equality information we publish, described in sections 4 to 7 above, at least every year.

10. Links with other Policies

This document links to the following policies:

- Accessibility Plan
- General Risk Assessment Policy