



Equality Objectives

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Equality Objectives

1. Aims

Our provision 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

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 Director(s) governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the provision, including to staff, young people, 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 Head of Service

The Head of Service will:

- Promote knowledge and understanding of the equality objectives among staff and young people
- Monitor success in achieving the objectives and report back to the Director(s)/Governors
- Identify any staff training needs, and deliver training as necessary

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

Omni 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 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 annually.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Omni 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., young people with disabilities, or gay young people 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 young people to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g., encouraging all young people to be involved in the full range of activities)

In fulfilling this aspect of the duty, Omni will:

- Analyse attainment data each academic year showing how young people with different characteristics are performing to determine strengths and areas for improvement, and implement actions in response
- Make evidence available identifying improvements for specific groups (e.g., declines in incidents of homophobic or transphobic bullying)

6. Fostering good relations

Omni 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.
- Encouraging and implementing initiatives to deal with tensions between different groups of young people within the provision. 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

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

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

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

8. Equality objectives

1. Undertake an analysis of recruitment data and trends with regard to race, gender, and disability by August
2. Train all members of staff

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.

9. Monitoring arrangements

The Head of Service will update the equality information we publish every year.

This document will be reviewed and approved by the Director(s)/ Governing Body at least every 4 years.

www.gov.uk/government/publications/preventing-and-tackling-bullying