

Castle Donington College



Equality Information and Objectives 2023-27

Date Adopted	January 2023
Date Reviewed	January 2027

This College follows Guidance and Advice given by the Government when writing policies; in light of this, changes may need to be made after the adoption of this policy and prior to the review date.

1. Aims

Castle Donington College 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

The College fully understands the principle of the Equalities Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees).

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 Colleges 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 Colleges](#).

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion and our duties under PREVENT.

3. Roles and Responsibilities The

Governing Body Will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the College, 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 to the Principal
- Ensure they are familiar with all relevant legislation and the contents of this document • Attend appropriate equality and diversity training **College Leaders will:**

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and ensure the delivery of training as necessary

All College 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 College aims to eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it and foster good relations between people who share a protected characteristic and people who do not share it.

The College is aware of its obligations under the Equality Act 2010 and complies with nondiscrimination 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.

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

5. Addressing Prejudice Related Incidents

The Equality Act also explains that having due regard to the aims to eliminate discrimination and to foster good relations will involve the need to tackle prejudice and promote understanding.

The College is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system.

We provide both pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and record them.

6. Advancing Equality of Opportunity

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

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- 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)
- 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 College societies)
- In fulfilling this aspect of the duty, the College will:
- Analyse attainment data each academic year showing how pupils with different 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 (e.g. declines in incidents of homophobic or transphobic bullying)

7. Reasonable Adjustments

The College will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- increasing the extent to which disabled pupils can participate in the curriculum
- improving the physical environment of the College to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- improving the availability of accessible information to disabled pupils.

8. Fostering Good Relations

Castle Donington College 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
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising College trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the College. For example, our College Council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the enrichment activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

9. Equality Considerations In Decision-Making

The College ensures it has due regard to equality considerations whenever significant decisions are made. Castle Donington College always considers the impact of significant decisions on particular groups. For example, when a College trip or activity is being planned, the College considers whether the trip:

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

10. Equality Objectives 2023-2027

The College is required by law to publish information which demonstrates compliance with the equalities duties and then also prepare and publish specific and measurable objectives.

While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is always taken of the impact of actions and decisions on pupils and staff with particular characteristics, the College has established the following objectives for the period 2023-2027:

1. To narrow the achievement gaps across all year groups (including disadvantaged and SEND pupils) by further developing and monitoring the quality of provision and the impact of strategies for intervention.
2. To address gender imbalances in achievement and participation levels in both the taught curriculum and the extra-curricular provision
3. To implement strategies to increase the engagement and motivation of boys
4. To develop strategies, through the College Ambassador programme, that eliminate prejudice and promote harmony and tolerance across the College community.

11. Monitoring Arrangements

This document will be reviewed by the Governing Body at least every 4 years. The equality information we publish will be updated annually.

12. Links with other policies

This document links to the following;

- Accessibility Plan