



Equality Information Policy

Approved by:	Kirsty Burridge
Last reviewed:	August 2025
Next Review by:	September 2026
Review Cycle:	Annual

Content

1. Legal Framework
2. Principles and Aims
3. Roles and Responsibilities
4. Equality Objectives
5. Collecting and Using Information
6. Publishing Information
7. Promoting Equality
8. Addressing Prejudice-Related Incidents
9. Complaints Procedure
10. Curriculum
11. Monitoring and Review

Statement of Intent

Blue Sky Independent School acknowledges that certain groups in society have faced historical disadvantages due to unlawful discrimination based on race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation, or age.

This policy aims to implement a series of actions to eliminate prejudice, unlawful discrimination, and victimisation within our school community and workforce. We are committed to fostering an inclusive environment where all individuals are treated fairly and with respect.

1. Legal Framework

This policy adheres to all relevant legislation and statutory guidance, including but not limited to the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

This policy also considers non-statutory guidance, including:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following provision policies:

- Admissions Policy
- Complaints Procedures Policy
- Equal Opportunities Policy: Pupils
- Equal Opportunities at Work Policy
- Data Protection Policy

The Equality Act 2010 establishes a modern legal framework with three broad duties:

- Eliminate discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations

For the purposes of this policy, the Equality Act 2010 will be referred to as 'the Act'. The provision fully understands the principles of the Act and is committed to ensuring that individuals with protected characteristics are not discriminated against and are provided with equal opportunities. The protected characteristics under the Act include:

- Age
- Disability
- Race, colour, nationality, or ethnicity
- Sex

- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a provision to discriminate against, harass, or victimise a pupil or potential pupil:

- In relation to admissions
- In the way it provides education for pupils
- In the way it provides pupils access to any benefit, facility, or service
- By excluding a pupil or subjecting them to any other detriment

The responsible body for the school is the proprietor. The school's liability not to discriminate, harass, or victimise extends beyond a pupil's departure from the school and applies to subsequent actions connected to their previous relationship with the provision, such as providing references or access to alumni communications and activities. The school will promote equality of opportunity for all staff and job applicants in alignment with the Equal Opportunities at Work Policy.

2. Principles and Aims

We regard all learners, potential learners, and their parents as equally valuable, regardless of any protected characteristic. Our policies, procedures, and activities will not discriminate but must acknowledge differences in life experiences, outlook, and background, as well as the barriers and disadvantages individuals may face related to any protected characteristic.

The school will:

- Promote race equality, eliminating unlawful racial discrimination, promoting equality of opportunity, and fostering good relations between different racial groups.
- Promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment, and encouraging participation by disabled individuals in public life.
- Promote gender equality by eliminating unlawful discrimination and harassment, and by promoting equality of opportunity among individuals of all genders.

Transgender individuals are explicitly covered by the PSED. For this policy, 'transgender' refers to individuals whose gender identity or expression differs from that traditionally associated with the sex assigned at birth. The provision will respect the confidentiality of those seeking gender reassignment and will foster a supportive environment within the community.

We oppose all forms of prejudice and recognise that children and young people who experience prejudice-related discrimination may perform poorly in the education system. The provision will ensure that all staff comply with the appropriate equality legislation and regulations. The Admissions Policy will not discriminate against any protected characteristic in any way.

The school will:

- Ensure staff are aware of their responsibilities and are provided with necessary training and support, reporting progress to the Headteacher.
- Ensure that the recording and reporting of equality and diversity is scrutinised appropriately.
- Foster positive attitudes and relationships, promoting a shared sense of cohesion and belonging in our policies, procedures, and activities.
- Observe best practices in staff recruitment, retention, and development, ensuring that all policies benefit all employees and potential employees, respecting legal rights related to pregnancy and maternity.
- Reduce and remove existing inequalities and barriers.
- Engage with a range of groups and individuals to consult and involve those affected by policies in the design of new policies and the review of existing ones.
- Ensure that policies, procedures, and activities benefit society as a whole, promoting social cohesion and participation in public life for everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos within the provision, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and supporting pupils with additional needs while maintaining awareness of equality issues.

3. Roles and Responsibilities

The Headteacher will:

- Ensure the provision complies with appropriate equality legislation and regulations.
- Meet its obligations under the PSED to:
 - Publish equality objectives at least every four years, commencing from the date of the last publication.
 - Update and publish information annually to demonstrate compliance with the PSED.
- Ensure that the provision's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in staff recruitment, promotion practices, and professional development programmes.

- Proactively recruit high-quality applicants from underrepresented groups.
- Provide information in appropriate and accessible formats.
- Ensure that necessary disciplinary measures are in place to enforce this policy.
- Implement this policy and its procedures.
- Ensure that all staff receive appropriate equality and diversity training as part of their induction and continuous professional development (CPD).
- Ensure that all parents, visitors, and contractors are aware of and comply with the provisions of this policy.
- Actively challenge and take appropriate action in any instances of discriminatory practice.
- Address reported incidents of harassment or bullying in accordance with DfE guidance.

Employees will:

- Be vigilant regarding any incidents of harassment or bullying in the school.
- Address minor issues of harassment or bullying and report major breaches of the policy to the Headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the provision's culture.
- Promote equality and good relations, refraining from any form of harassment or discrimination.
- Monitor pupils' progress and academic needs to ensure appropriate support is provided.
- Stay updated on equality legislation and its application by attending relevant training.

Pupils will:

- Not engage in discrimination or harassment against any other pupil or staff member.
- Actively promote equality and diversity within the provision by sharing their cultural experiences and values.
- Report any incidents of bullying or harassment, whether directed at themselves or others, to a staff member.
- Abide by all of the provision's equality and diversity policies, procedures, and codes.
- The provision will maintain an equality page on its website to demonstrate compliance with the PSED in the Equality Act 2010 and to advance equality of opportunity.

4. Equality Objectives

The school is committed to promoting the welfare and equality of all its staff, pupils, and members of the school's community.

To achieve this, the school has established the following objectives:

- Monitor curriculum changes to ensure they deliver positive outcomes for all vulnerable groups and review the curriculum in light of new performance measures.

- Offer appropriate qualifications in English for pupils in all vulnerable groups (where applicable).
- Implement effective strategies to support pupils in all vulnerable groups following linear exam courses (if and when applicable).
- Improve the quality of support for pupils in all vulnerable groups within the classroom.
- Continue to explore new technologies to assist pupils in all vulnerable groups in accessing their learning, particularly in modern foreign languages and group work.

The school will regularly review the steps taken and progress made towards achieving these objectives and, in line with the specific duties of the PSED, publish this information on the provision's website annually. The school will update and publish its equality objectives at least every four years.

5. Collecting and Using Information

In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles outlined in the Data Protection Policy and only for specified, explicit, and legitimate purposes, such as compliance with the provision's legal obligations.

The school will collect equality information for the purpose of:

- Identifying key issues, e.g., unlawful discrimination in teaching methods.
- Assessing performance, e.g., benchmarking against similar organisations locally or nationally.
- Taking action, e.g., adapting working practices to accommodate the needs of staff who share protected characteristics.

The school will build an equality profile for staff to assist in identifying issues within their recruitment regime. The following information will be obtained from staff:

- Recruitment and promotion data
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training records
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave related to their disabilities
- Appraisal data
- Grievances (including those related to harassment)
- Disciplinary actions (including for harassment)
- Dismissals and other reasons for leaving

The school will use this information to analyse any gaps present in their equality documentation, including the Equal Opportunities Policy: Pupils and the Equal Opportunities at Work Policy.

6. Publishing Information

The school will publish information to demonstrate compliance with the Act. This will include information related to individuals within the provision community who share relevant protected characteristics, such as:

- The school's employees
- Other individuals affected by the school's policies and procedures

Information will not be provided if:

- The employee is contracted personally to do work.
- The employer does not have the information, and it is not reasonably practicable for the employer to obtain it.

Findings will be published in the annual report. The school will update its equality objectives at least every four years and publish them on the school's website. Progress towards achieving the equality objectives will also be published annually on the website.

7. Promoting Equality

To meet our objectives, the school has identified the following priorities:

- Provide auxiliary aids directly related to disabled pupils' educational needs as reasonable adjustments to facilitate full integration into all aspects of provision life.
- Ensure that all forms of prejudice-motivated bullying are taken seriously and dealt with consistently and firmly.
- Design differential schemes of work to meet the abilities and learning styles of all pupils.
- Maintain a clearly defined disciplinary system as stipulated in the Relational Policy, which will be enforced consistently.
- Increase access for disabled children and young people to the school's curriculum, taking necessary steps to meet pupils' needs using a variety of approaches and planning reasonable adjustments.
- Ensure adequate access to the physical environment of the school.
- Improve the delivery of written information to disabled children and young people.
- Seek input from advisory staff, outside agencies, and local provisions.
- Plan ongoing events throughout the year to raise awareness of equality and diversity.

The school will consult with stakeholders to establish equality objectives and create plans based on collected information regarding protected groups and accessibility planning.

Any reports of bullying and prejudice will be monitored and addressed appropriately. Annual training will be provided to all staff to ensure they are aware of the processes for reporting and following up on incidents of prejudice-related bullying.

8. Addressing Prejudice-Related Incidents

The school opposes all forms of prejudice and will ensure that pupils and staff understand the impact of prejudice. Incidents will be addressed immediately, and where appropriate, reported to the local authority.

9. Complaints Procedures

The school aims to resolve all complaints at the earliest opportunity and is committed to maintaining high-quality education throughout the process. Any individual, including members of the public, may make a complaint regarding the provision of facilities or services.

Blue Sky will adhere to the Complaints Procedures Policy, ensuring a straightforward, impartial, and non-adversarial process that allows for a full and fair investigation, respects confidentiality, and delivers an effective response with appropriate redress. If a complaint has gone through the school's process and the complainant remains dissatisfied, they have the right to appeal as outlined in the Complaints Procedures Policy.

While we strive to develop good professional relationships among colleagues, we understand that conflicts may arise. Through open communication, we encourage employees to feel comfortable raising grievances so that effective solutions can be implemented. Grievances raised by staff members will be processed in accordance with the provision's Grievance Policy.

10. Curriculum

All pupils are entitled to access a broad and balanced curriculum and to teaching and learning opportunities that meet their needs, including extra support where identified as a statutory requirement.

When planning the curriculum, the school will seize every opportunity to promote and advance equality. The curriculum will be designed to promote equality and will not subject individuals to discrimination. An appropriate curriculum will be developed for all pupils in vulnerable groups, ensuring that PHSE lessons are tailored to enhance pupils' understanding of the world and the importance of equality.

11. Monitoring and Review

The Headteacher will review this policy annually to ensure that all procedures remain up to date. The policy will be monitored and evaluated by the Headteacher and advisory board through the following means:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity (when applicable)
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all staff members.