EQUALITY INFORMATION AND OBJECTIVES POLICY

Formally adopted by the Governing Body Pathfinders Federation	
On	January 2026
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1. Aims

Our federation aims to meet its obligations under the public sector equality duty 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 Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Federation, including to staff, students/pupils/children and parents/carers, and that they are reviewed and updated at least once every four years (the equality objectives are reviewed annually)
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to Headteacher

The equality link governor will:

- Meet with the designated members of staff for equality every year, and other relevant staff members to include the equality and Friendly Faces, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document Attend appropriate equality and diversity training
- Report back to the Governing Board regarding any issues

The Headteacher and designated staff members will:

- Promote knowledge and understanding of the equality objectives amongst staff and students/pupils/children
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality at each school will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and students/pupils/children
- Meet with the equality link governor every year to raise and discuss any issues
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All Federation 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 Federation 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 September.
The Federation has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

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

- Publish attainment data each academic year showing how students/pupils/children with different characteristics are performing
- Analyse the above data 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)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students/pupils/children

6. Fostering good relations

The Federation 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, students/pupils/children will be introduced to literature from a range of cultures
- Holding assemblies/collective worship dealing with relevant issues. Students/pupils/children will be encouraged to take a lead in such assemblies/collective worship and we will also invite external speakers to contribute
- Promoting tolerance, friendship and understanding and eliminating discrimination through pupil/student peer leadership (e.g. Friendly Faces, student council)
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- We have developed links with people and local groups and charities who have specialist knowledge about particular characteristics, which helps inform and develop our approach and support students/pupils/children

7. Equality considerations in decision-making

The Federation ensures it has due regard to equality considerations whenever significant decisions are made.
The Federation always considers the impact of significant decisions on particular groups.
Each school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Appendix 1

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Grievance policy
- Staff code of conduct policy
- Recruitment and selection policy