



Equality Objectives Statement

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality objectives statement – a declaration of aims that ensures equality for all members of the school's community.

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships.
- Advancing equality of opportunity.

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion and belief
- Sex (including issues of transgender)
- Sexual orientation

We also recognise in school that social mobility and socio-economic status can be a factor in discrimination and prejudice; we will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their socio-economic status.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging any controversial concepts will be delivered in a way that

prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

- Our pupils are taught to be:
- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality Objectives

- To promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity
- To eradicate prejudicial incidents
- To eliminate discrimination
- To realise the uniqueness of individuals
- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups and people with protected characteristics, with regular review of the curriculum to ensure this
- Improve the quality of support in all subjects for pupils in all groups in the classroom

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic status

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Equality information and objectives policy further outlines the school's policies regarding equality.

This statement supports the following school aims:

- Enable children to become **independent** and **confident** learners; **well-rounded** characters who are **self-aware, reflective** and **resilient** individuals.
- **Care for and about each other**, be **courteous** and **empathetic**, showing **respect** and **understanding** towards everyone.
- Create a **safe and stimulating** place where children are **happy** and **enthusiastic** learners, where they learn how to keep themselves **safe and healthy**, able to **communicate** & work in a **team**, developing **confidence** and **life skills** together.
- Encourage everyone to have **high expectations** of **themselves and others**, **supporting** and **challenging** everyone to **achieve** their best, developing a strong **work ethic**, **self-motivation** and taking **pride** in their achievements.
- Enable children to develop an **understanding of the wider world** through learning and exposure to a **variety of cultures, ideas** and **beliefs**, **respecting** and **recognising individuality** and **diversity**.
- Provide a **wide range of interesting and exciting learning opportunities** to **enthuse** everyone to be lifelong learners, through engagement in a curriculum that instils **values for life** and **prepares pupils** for wherever their journey takes them as adults.

Dated: 27.5.25

To be reviewed: 31.5.2026

APPENDIX 1

Equality Act 2010 - amendments from January 2024

Guidance (*From NY HR*)

Why are changes being made to the Equality Act 2010 from 1st January 2024?

The amendment to the Equality Act 2010 brings existing employment protections into UK law which were previously EU-derived protections and were removed on 31st December 2023. By amending the Equality Act 2010, the existing protections are retained in UK law. Full details of the legislation can be accessed by clicking [this link](#).

What amendments are being made from 1st January 2024?

To safeguard the rights and principles in UK law, the amendments make a number of changes to the Equality Act 2010 as follows:

- **Definition of a disability:** this has been expanded around the individual's ability to carry out day to day activities to include a person's ability to participate fully and effectively in professional/working life on an equal basis with other workers.
- **Recruitment statements:** employers will be liable for direct discrimination if a discriminatory statement is made about not wanting to recruit people that share a certain protected characteristic, even if there is no active recruitment process underway and no identifiable victim.
- **Indirect discrimination:** confirmation of the right to claim indirect discrimination by association. This enables claimants without a relevant protected characteristic who suffer from a disadvantage together with those who have a protected characteristic as a result of an employer's discriminatory provision, criterion and/practice (PCP) to bring a claim.
- **Pregnancy and maternity related:**
 - Protection for employees against unfavourable treatment at work because they are breastfeeding. The amendment has confirmed that such action will constitute direct discrimination on the grounds of the protected characteristic of sex.
 - Employees are protected against unfavourable treatment after they return to work from maternity leave if that treatment is in relation to pregnancy or a pregnancy-related illness which happened before their return.
 - Protections for employees against pregnancy and maternity discrimination where they do not have a statutory right to maternity leave but have similar rights under alternative occupational schemes.
 - Clarity provided that no account is to be taken of any special treatment received by an employee in connection with maternity (in addition to pregnancy and childbirth) in a direct sex discrimination case.
- **Equal pay:** a definition of a valid comparator for equal pay claims has been added which confirms that a comparison can be made where there is a 'single source' responsible for terms and conditions and the employer is able to ensure equal treatment between both parties.

What should I do to ensure these changes are captured in my School's HR policies and practices?

There are no new principles being introduced as referred to earlier in this document. If you adopt the NYES Human Resources model policies these rights and principles have already been captured. For MAT/Academy clients who do not adopt our policies, we recommend they are reviewed to ensure as appropriate, the above points are incorporated. If you wish to discuss support for doing so, the NYES HR team can provide advice and guidance tailored to your needs, including bespoke services in respect of policy development.

What else do I need to consider?

Ensure school practices take into consideration the above points, in particular, around the recruitment information being publicly available on your setting's website.

Sources of support include:

- Your allocated NYES HR Advisor or contact the NYES HR helpline on (01609) 798343 or email NYES.HR@northyorks.gov.uk

APPENDIX 2 (UPDATE FROM N Yorks Nov 2024)

Equalities (including Sexual Harassment information)

Background

The Equality Act 2010 was introduced as a single act to protect people against discrimination at work. An individual's right to raise a discrimination related legal challenge has no minimum service qualifying criteria, and therefore employers may face challenges even at recruitment stages. There is no cap on the financial award a tribunal may make in discrimination cases. Whilst each case is determined on its facts, the compensatory awards ordered can be significant. The average award in 2022/23 for disability discrimination, for example, was £45,435.

Aside from the financial risk, employers will want to ensure that their employment practices are reflective of their ethos in creating an inclusive and equitable environment where all can develop and contribute utilising their individual strengths.

Requirements

The DfE require maintained schools to publish a statement on their equality information and objectives, to meet the public sector equality duty.

Employers are legally required to;

- Make sure they do not unfairly discriminate in aspect of work
- Take steps to prevent discrimination
- Do all they reasonably can to protect people from discrimination by others
- Look after the wellbeing of their employees (the 'duty of care')

It is vital that the employer's HR policies and practices comply with their responsibilities to prevent and protect employees from discrimination at work. The NYES HR Model Policies and Procedures, which are used as the basis for all the HR policies at Nun Monkton Foundation Primary School are inclusive of equalities considerations as applicable to the matter at hand.

Support

Our school can access a range of training opportunities, designed and delivered specifically for school leaders in respect of HR matters, are available from NYES HR. Training is offered both through live and on-demand webinar sessions, and bespoke packages developed and delivered to specifically meet the needs of your organisation.

Our school can instantly access pages regarding Attendance Management, Health and Wellbeing, Leave, Pay Terms and Conditions, Performance Management, Probation, RRR, Recruitment and Selection and Top Tips for further information and resources relevant to equalities.