

Equalities Duties: guidance for schools
A summary

Required	Recommended
<p>Schools must consider the equalities implications when developing policy and taking decisions.</p>	<p>It is good practice for schools to carry out an Equality Impact Assessments to inform and influence practice. A sample EIA can be found at: http://cyps.northyorks.gov.uk/equalities-and-diversity</p> <p>Schools are advised to keep a written record to show that they have actively considered their equality duties and asked themselves relevant questions.</p>
<p>Schools must publish information relating to persons who share a relevant protected characteristic who are affected by their policies and practices.</p> <p><i>5.15 It is also important to note that the published information does not necessarily have to be statistical data. Many other kinds of information can be used to show how the school is promoting equality, such as publishing its policies online, or publishing minutes of Governors' meetings</i></p>	<p>Schools are advised to produce a Single Equalities Scheme and publish it on the school's website (sample available at http://cyps.northyorks.gov.uk/equalities-and-diversity)</p> <p><i>5.16 Under specific duties set out in previous equality legislation, schools were required to produce equality schemes in relation to race, disability and gender. Under the specific duties there are no requirements to create equality schemes. But schools may choose to continue producing such a scheme, if it helps them to comply with the Equality Duty, and they can expand it to cover the additional protected characteristics.</i></p>
<p>Schools must produce an accessibility plan to meet the needs of SEND pupils A sample can be found at http://cyps.northyorks.gov.uk/equalities-and-diversity The accessibility plan can be part of the Single Equalities Scheme</p>	
<p>Schools must identify and publish Equalities Objectives every 4 years and review progress towards them annually The Equalities Objectives can be part of the Single Equalities Scheme. The Equalities Objectives should to based on a needs analysis of pupils with a</p>	

protected characteristic and should be SMART targets.	
<p>Schools must publish information regarding their Equalities Duties</p> <p><i>5.25 It will be up to schools themselves to decide in what format they publish equality information. For most schools, the simplest approach may be to set up an equalities page on their website where all this information is present or links to it are available. The regulations are not prescriptive and it will be entirely up to schools to decide how they publish the information, so long as it is accessible to those members of the school community and the public who want to see it.</i></p>	<p>Schools are recommended to have an Equalities page on the school website with links to:</p> <ul style="list-style-type: none"> • Single Equalities Scheme • Equalities Objectives (revised every 4 years) • Action plan to achieve the Equalities Objectives • Review of previous Equalities Objectives with details of the impact • Accessibility Plan • How the school celebrates and values equality and diversity with examples.

Text in italics is from <https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Training and support around your Equalities Duties available from Rebecca Swift, Equalities Adviser, Rebecca.swift@northyorks.gov.uk
 Training and support can be book through www.nyeducationsservices.co.uk

September 2018