

Equality Information and Objectives Policy



FUTURES-ESSEX
EDUCATING MINDS, SOARING HIGH

Approved by:	Lauren Collin	Date: 28.08.25
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1. Aims

Our provision aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The protected characteristics are: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

At Futures Essex we are committed to:

- Providing a safe, nurturing, and inclusive learning environment for all.
- Supporting personalised pathways so that every learner can achieve their potential.
- Promoting respect for difference and celebrating diversity as a strength of our community.

2. Legislation and Guidance

This policy meets the requirements of:

- The Equality Act 2010, including the Public Sector Equality Duty.
- The Equality Act 2010 (Specific Duties) Regulations 2011.
- Guidance from the Department for Education (DfE), the Equality and Human Rights Commission, and the Government Equalities Office.

3. Roles and Responsibilities

The Board of Directors will:

- Ensure that equality information and objectives are published and communicated throughout the provision.
- Ensure the published information is updated annually, and objectives reviewed at least every four years.
- Delegate responsibility for monitoring to the Provision Manager.

The Provision Manager will:

- Promote knowledge and understanding of the equality objectives among staff and learners.
- Monitor progress towards the objectives and report to the Board of Directors.
- Ensure equality considerations are taken into account when decisions are made.

All staff are expected to:

- Have regard to this policy.
- Contribute to achieving the objectives set out in Section 8.

4. Eliminating Discrimination

Our provision is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

- Staff receive training on the Equality Act and inclusive practice.
- Policies are regularly reviewed to ensure they reflect equality commitments.
- Concerns relating to equality and discrimination are recorded and addressed promptly.

5. Advancing Equality of Opportunity

We will advance equality of opportunity by:

- Removing or minimising disadvantages experienced by learners or staff connected to a protected characteristic.
- Meeting the particular needs of individuals where required.
- Encouraging participation of all learners and staff in all aspects of provision life.

This includes:

- Using personalised learning plans and flexible pathways.
- Analysing learner outcomes to identify and address gaps.
- Supporting staff with appropriate adjustments and opportunities for professional development.

6. Fostering Good Relations

We will foster good relations by:

- Promoting respect, tolerance, and understanding through our curriculum and enrichment activities.
- Embedding Futures Essex values of nurture, respect, and resilience into daily practice.
- Working with families, local communities, and external partners to strengthen positive relationships.

7. Equality Considerations in Decision-Making

Equality implications will always be considered when making decisions, for example:

- Accessibility of activities and trips.
- Timetabling to avoid disadvantaging particular groups.
- Recruitment processes designed to be inclusive and fair.

8. Equality Objectives (2025–2029)

Objective 1: Increase learner voice and participation by ensuring at least 90% of learners take part in student forums or feedback activities annually.

Why: To empower learners, including those with SEND or additional needs, to shape their learning environment.

Objective 2: Ensure all staff receive annual training on equality, diversity, and inclusive practice, with 100% completion.

Why: To build a provision-wide culture of awareness and positive practice.

Objective 3: Increase representation of a wide range of cultures within curriculum content used.

Why: To reflect the diversity of our society and to ensure all learners are represented.

9. Monitoring Arrangements

- The Provision Manager will ensure equality information is updated annually.
- Equality objectives will be reviewed by the Board of Directors at least every four years.
- This policy will be reviewed annually to ensure compliance with the PSED.

10. Links with Other Policies

This policy links with:

- Accessibility Plan
- Safeguarding Policy
- Behaviour Policy
- SEND Policy
- Risk Assessment Procedures