



**GET GAME READY CIC**  
LIFE OUTCOMES & WELLBEING

# Equality Information

Approved by:

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## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our provision aims to promote respect for difference and diversity in accordance with our values, such as inclusivity, personal development, empowerment, and holistic support.

## 2. Roles and responsibilities

The board of directors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The director responsible for managing equity is [William Pimlett]. They will:

- Meet with the designated member of staff for equality every month, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The provision manager will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 7.

## 3. Eliminating discrimination

The center 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 director 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.

The center has a designated member of staff for monitoring equality issues, and an equality link director. They regularly liaise regarding any issues and make senior leaders and directors aware of these as appropriate.

## 4. Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

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

- Publish attainment data each academic year showing how young people with different characteristics are performing
- Analyse the data referenced above 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 pupils

## 5. Fostering good relations

The center aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Working with our local community. This includes inviting leaders of local faith groups to speak to our young people, and organising school trips and activities based around the local community
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 6. Equality considerations in decision-making

The center ensures it has due regard to equality considerations whenever significant decisions are made.

The center always considers the impact of significant decisions on particular groups. For example, when a trip or activity is being planned, the center considers whether the trip:

- Cuts across any religious holidays
- Is accessible to young people with disabilities
- Has equivalent facilities for boys and girls

The center 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.

## 7. Equality objectives

### Equality Objective 1: Promote Inclusive Participation

We recognise that individuals from marginalised and vulnerable groups often face significant barriers to accessing services that can enhance their wellbeing and personal development. By focusing on inclusive participation, we aim to ensure that all children and adults, regardless of their background or challenges, have equal opportunities to benefit from our programs.

To achieve this objective we plan to:

- Conduct accessibility audits of our facilities and services to identify and remove potential barriers.
- Develop tailored outreach programs to engage underrepresented groups and ensure they are aware of and can access our services.
- Implement flexible program delivery methods to accommodate the diverse needs of our service users, including those with special educational needs and disabilities (SEND).

### **Equality Objective 2: Enhance Cultural Awareness and Respect**

In a diverse community, it is essential that our staff and services are culturally competent and respectful of the varied backgrounds and experiences of our service users. Enhancing cultural awareness among our team will help us create a more inclusive environment where everyone feels valued and understood.

To achieve this objective we plan to:

- Provide ongoing training for staff on cultural competency, neurodiversity, and the specific needs of the communities we serve.
- Incorporate culturally diverse materials, activities, and resources into our programs to reflect the backgrounds of our service users.
- Establish a feedback mechanism for service users to share their experiences and suggestions regarding cultural respect and inclusivity.

## **8. Monitoring arrangements**

The board of directors will update the equality information we publish at least every year.

Our equality objectives will be reviewed by our board of directors at least every 4 years.