



Equality Information and Objectives Policy

Hazrat Khadijatul Kubra Girls School

Approved by:	Board Trustees	Date:
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1. Aims

The aims of this policy, in line with the school's ethos, are to:

- Eliminate and challenge discrimination on the grounds of any protected characteristic under the Equality Act 2010
- Prevent and address bullying and discrimination, including those related to special educational needs, disabilities, or English as an additional language
- Promote equality of opportunity for all members of the school community
- Fulfil the school's statutory duties under the Equality Act 2010
- Provide a safe and secure environment where all pupils can thrive, in line with *Keeping Children Safe in Education*
- Create an inclusive learning environment where all individuals feel valued and have a sense of belonging
- Prepare pupils for life in a diverse and inclusive society
- Embed inclusion across all aspects of school life

School Values and Ethos

Guided by our values of **Compassion, Respect and Courage**, we aim to:

- Develop a strong sense of community
- Promote respect for diversity and difference
- Encourage equality, justice and fairness
- Empower pupils to challenge discrimination and injustice

We are committed to building positive relationships with parents, promoting inclusion across all aspects of school life, and removing barriers to participation and achievement.

2. Rationale

Our school is guided by Islamic principles, which emphasise dignity, equality and respect for all people regardless of background or characteristics.

“Verily, We have honoured the children of Adam...” (Qur’an 17:70)

“Kindness is not found in anything except that it adds to its beauty...” (Sahih Muslim)

We believe that differences between individuals never justify unfair treatment. Justice is a core value:

“Allah commands you to judge with justice...” (Qur’an 4:58)

Islam strongly condemns bullying and ridicule:

“Let not one group mock another...” (Qur’an 49:11)

We therefore take a firm stance against all forms of discrimination and promote equality through our curriculum and ethos.

Our mission:

“Developing young minds, helping them fulfil their potential.”

3. Legislation and Guidance

This document complies with:

- **Equality Act 2010**
- **Equality Act 2010 (Specific Duties) Regulations 2011**
- DfE guidance: *The Equality Act 2010 and schools*

4. Roles and Responsibilities

Governing Board / Trustees

- Ensure equality information is published and updated annually
- Review equality objectives at least every four years
- Monitor implementation and delegate daily oversight to the Headteacher

Equality Link Trustee

(Habib Ullah ML)

- Meet annually with leaders to review progress
- Stay informed on legislation
- Attend training and report to the governing board

Headteacher

- Promote equality across the school
- Monitor progress and report to trustees
- Analyse pupil data for inequalities
- Ensure staff training and policy implementation
- Address discrimination promptly
- Ensure visitors comply with this policy

All Staff

- Model inclusive behaviour
- Challenge discrimination and bullying
- Promote an inclusive curriculum
- Engage in ongoing training

5. Eliminating Discrimination

The school:

- Complies fully with the Equality Act 2010
- Does not discriminate against pupils based on protected characteristics
- Ensures all policies reflect equality principles
- Provides regular staff training (including annual refreshers)
- Operates a **zero-tolerance approach** to discrimination
- Works with families and the community to promote inclusion

Discrimination may be direct, indirect or disability-related. All forms of bullying or harassment are unacceptable and managed in line with the Behaviour and Anti-Bullying Policies.

6. Advancing Equality of Opportunity

The school aims to:

- Remove or reduce disadvantages linked to protected characteristics
- Meet the needs of specific groups
- Encourage full participation in school life

To achieve this, we will:

- Monitor attainment, attendance and behaviour data annually
- Analyse trends and implement targeted support
- Publish equality information

7. Fostering Good Relations

The school promotes respect and understanding through:

- An inclusive curriculum (RE, PSHE, Citizenship, English, etc.)
- Assemblies, enrichment activities and themed events
- Exposure to diverse cultures, faiths and perspectives

We also:

- Promote a multicultural, anti-racist environment
- Work with the local community
- Encourage participation in school activities
- Support initiatives such as school council and cultural events

8. Equality Considerations and Reasonable Adjustments

The school ensures that equality considerations are central to all decision-making processes, in line with the Equality Act 2010. The impact of decisions on different groups, particularly those with protected characteristics, is carefully assessed.

Decision-Making

Equality is considered in all aspects of school life, including:

- Accessibility of trips, activities and the physical environment
- Inclusion within the curriculum and wider school provision

Reasonable Adjustments

The school is committed to making reasonable adjustments to ensure all pupils can access education and participate fully in school life. This includes:

- Providing appropriate support for pupils with additional needs
- Considering accessibility in school activities, trips and facilities
- Maintaining and regularly reviewing an Accessibility Plan

Admissions are managed fairly and in accordance with this policy. Where necessary, reasonable adjustments will be considered; however, a place may not be offered if, despite these adjustments, the school cannot adequately meet a pupil's needs.

Faith-Based Considerations

As a school with a religious character:

- We operate within the provisions and allowances of the Equality Act 2010 for faith schools
- We treat all pupils with respect and fairness, regardless of background
- We uphold our Islamic ethos while promoting inclusion and equality
- We are not required to provide alternative acts of worship, but we show respect for all faiths

The school's uniform policy is applied fairly, taking into account the needs of different groups and relevant legal duties, including the Human Rights Act 1998.

9. Complaints

The school takes all concerns seriously:

- Pupils should report concerns to the **Deputy Headteacher or Pastoral Lead**
- Discriminatory behaviour will be addressed through the Behaviour Policy
- Parents can raise concerns through the **School Complaints Policy** (available on the website)

10. Monitoring and Review

- Equality information will be reviewed **annually**
- Equality objectives will be reviewed every **four years**
- The governing board will monitor effectiveness and compliance

Equality Act 2010: advice for schools (DfE):

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>