Equality Information and Objectives Policy

Hazrat Khadijatul Kubra Girls School

Approved by:	Board Trustees	**Date:**	
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Statement of Intent

Hazrat Khadijatul Kubra Girls School is committed to promoting equality, diversity and inclusion and fostering a culture of respect, dignity and belonging for all members of the school community.

We oppose all forms of discrimination, harassment, victimisation and prejudice and seek to ensure that every pupil, member of staff, parent/carer and visitor is treated fairly and with respect.

The school aims to provide an environment in which all individuals can thrive, achieve their potential and participate fully in school life, irrespective of age, disability, race, religion or belief, sex, pregnancy or maternity, marriage and civil partnership, gender reassignment, sexual orientation, or any other protected characteristic, in accordance with the Equality Act 2010.

1. Aims

Guided by our Islamic values of **Compassion, Respect and Courage**, Hazrat Khadijatul Kubra Girls School is committed to fostering an inclusive, welcoming and respectful environment in which every member of the school community is valued and supported.

We aim to:

- Eliminate unlawful discrimination, harassment, victimisation and prejudice.
- Advance equality of opportunity for all pupils, staff and members of the wider school community.
- Foster good relations, mutual respect and understanding between people from different backgrounds.
- Develop a strong sense of community, belonging and shared responsibility.
- Promote respect for diversity, difference and individual dignity.
- Encourage equality, justice and fairness in all aspects of school life.
- Empower pupils to challenge discrimination, prejudice and injustice appropriately and respectfully.
- Ensure all pupils have equal access to high-quality education, opportunities and support.
- Identify and remove barriers that may prevent participation, progress or achievement.
- Provide reasonable adjustments for pupils, staff and visitors where required.
- Promote British Values alongside the school's Islamic ethos of justice, compassion, respect and equality.
- Ensure equality considerations inform policies, decision-making and school improvement planning.

We are committed to building positive relationships with parents and carers, promoting inclusion across all aspects of school life, and supporting every pupil to fulfil her potential in accordance with the school's mission:

"Developing young minds, helping them fulfil their potential."

2. Legal Framework

This policy has been developed in accordance with:

- The Equality Act 2010.
- The Human Rights Act 1998.
- The Education (Independent School Standards) Regulations 2014.
- Keeping Children Safe in Education 2026.
- Relevant Department for Education (DfE) guidance on equality, diversity, inclusion and safeguarding.

3. Equality Information

The school regularly reviews information relating to equality, including:

- Pupil attainment and progress.
- Attendance and punctuality.
- Behaviour incidents.
- Bullying and prejudice-related incidents.
- Participation in enrichment activities and educational visits.
- SEND, safeguarding and wellbeing information.
- Recruitment, retention and professional development of staff.

This information is used to identify potential barriers, inform decision-making and support continuous improvement.

4. Equality Objectives

The school will:

1. Continue to narrow any gaps in attainment, attendance and participation between different pupil groups.
2. Ensure the curriculum promotes understanding, respect and appreciation of different faiths, cultures, backgrounds and protected characteristics.
3. Further develop staff understanding of equality, inclusion, safeguarding and unconscious bias through regular training.

4. Monitor and address incidents of bullying, discrimination and prejudice-related behaviour promptly and effectively.
5. Ensure pupils with SEND, medical needs or other vulnerabilities receive appropriate support, reasonable adjustments and equal access to all aspects of school life.
6. Promote a culture of respect, inclusion and positive relationships across the school community.

5. Roles and Responsibilities

Trustees

Trustees will:

- Monitor compliance with equality legislation.
- Review equality objectives and progress.
- Ensure equality informs strategic decision-making.

Equality Link Trustee

Habib Ullah ML will:

- Review progress against equality objectives.
- Keep informed of relevant legislation and guidance.
- Report to Trustees on equality matters.

Headteacher

The Headteacher will:

- Implement and monitor this policy.
- Promote equality, diversity and inclusion across the school.
- Monitor pupil outcomes and address any identified inequalities.
- Ensure appropriate staff training.
- Address incidents of discrimination promptly.
- Report on equality matters to Trustees.

All Staff

All staff will:

- Promote equality, inclusion and respect.
- Challenge discrimination, bullying and prejudice.
- Support an inclusive curriculum and school culture.
- Follow this policy and undertake relevant training.

6. Eliminating Discrimination

The school is committed to eliminating unlawful discrimination, harassment, victimisation and prejudice in accordance with the Equality Act 2010.

The school will:

- Promote equality, inclusion and respect for all.
- Ensure policies and practices reflect equality principles.
- Provide appropriate staff training and guidance.
- Respond promptly to incidents of discrimination, bullying or harassment.
- Work in partnership with parents/carers and the wider community to promote inclusion.

All forms of discrimination, bullying and harassment are taken seriously and will be addressed in accordance with the school's Behaviour and Anti-Bullying Policies.

7. Advancing Equality of Opportunity

The school is committed to promoting equality of opportunity for all pupils.

To achieve this, the school will:

- Identify and remove barriers to participation and achievement.
- Meet the needs of pupils with different backgrounds, characteristics and needs.
- Promote full participation in all aspects of school life.
- Monitor attainment, attendance, behaviour and wellbeing.
- Use information gathered to identify trends and provide appropriate support.
- Publish and review equality information and objectives in line with statutory requirements.

8. Fostering Good Relations

The school promotes respect, understanding and positive relationships through:

- An inclusive curriculum that reflects diversity and promotes mutual respect.
- Assemblies, enrichment activities and educational visits.
- Opportunities to learn about different cultures, faiths and perspectives.
- Pupil leadership opportunities, including the School Council.
- Positive engagement with parents/carers and the wider community.

The school actively promotes a culture of respect, tolerance and understanding, consistent with its Islamic ethos and British Values.

9. Equality Considerations and Reasonable Adjustments

The school ensures that equality considerations are embedded within decision-making, policies and practice, in accordance with the Equality Act 2010.

The school will:

- Consider the impact of decisions on pupils, staff and visitors.
- Promote equal access to the curriculum, educational opportunities and wider school life.
- Make reasonable adjustments, where appropriate, to remove barriers to participation.
- Maintain and review its Accessibility Plan.
- Ensure admissions arrangements are fair and non-discriminatory.

As a school with a religious character, the school operates within the provisions of the Equality Act 2010 whilst promoting inclusion, dignity and respect for all members of the school community.

10. Complaints

The school takes all concerns relating to equality, discrimination or harassment seriously.

Pupils should report concerns to a member of staff, the Pastoral Lead or the Deputy Headteacher. Parents/carers should raise concerns through the school's Complaints Policy.

Incidents of discriminatory behaviour will be investigated promptly and addressed in accordance with the school's Behaviour, Anti-Bullying and Complaints Policies.

11. Monitoring and Review

The Headteacher and Trustees will monitor the implementation and effectiveness of this policy.

The school will:

- Review equality information annually.
- Monitor relevant attainment, attendance, behaviour and wellbeing data.
- Review progress towards equality objectives annually.
- Review equality objectives at least every four years, or sooner where required.

This policy will be reviewed regularly to ensure continued compliance with the Equality Act 2010, Keeping Children Safe in Education 2026 and the Education (Independent School Standards) Regulations 2014.