



## The Lancashire Equality Mark

The Lancashire Equality Mark is awarded to schools who have taken measures to embed Equality throughout their practice with the goal of enabling all pupils to thrive in a supportive learning community. It has been developed by a working group in Lancashire and provides a clear framework to guide schools through the process of auditing, developing and consolidating good practice in different areas of Equality. The Equality Mark is comprised of six individual Equality Badges:

- Race Equality Badge
- Sex Equality Badge
- Disability Equality Badge
- Socio-economic Equality Badge
- Sexual Orientation Equality Badge
- Religion and Belief Equality Badge

When a school achieves all six badges they will be awarded the Equality Mark. Schools determine their own pathway through the framework by identifying meaningful priorities that will make a difference in the area of equality in their school community and will support their wider development plans. Schools can work at their own pace and they can choose from a range of packages of support to meet their individual requirements.

The process is designed to complement other areas of school development so that time and attention focussed on Equality will also advance other priorities. For example the whole school audit is directly linked to the key judgements in Ofsted inspections and can inform the creation and review of the SEF. Equality actions will complement duties to promote community cohesion and will also demonstrate that the school is complying with the Public Sector Equality Duty 2010. By addressing Equality issues schools can directly promote their shared values and improve the spiritual, moral, social and cultural development of their pupils and their emotional and mental health. This can go a long way to ensuring that all pupils can make progress and achieve their potential.

### How can a school achieve the Lancashire Equality Mark?

Schools can join the programme by completing the sign up form and emailing it to our office. This can be downloaded from the [Education Improvement - Equality and Diversity Team website \(https://bit.ly/LancsEqMark\)](https://bit.ly/LancsEqMark) If you would like to discuss anything before signing up please email [equalityanddiversity@lancashire.gov.uk](mailto:equalityanddiversity@lancashire.gov.uk) and a member of the Equality Mark team will contact you and discuss the process in more detail. Once signed up the school will then carry out an audit of current practice, create an action plan to address the issues that have been highlighted as priorities and implement these actions.

## How long does it take to complete the Lancashire Equality Mark?

This depends entirely on the circumstances and preferences of the school. For a school that already has good equality practice and wants to prioritise equality across the board it may be possible to achieve the Mark within a year. Most schools will prefer to focus on a few elements or strands and achieve one or two Equality Badges each year and this might take three years or longer for the school to achieve the Equality Mark.

## What support is available to schools as they work towards the Equality mark?

The Equality Team can provide tailored support, guidance and training for schools in Lancashire. There are three packages of support and a range of training modules which can be tailored to meet the needs of each school.

Each package of support includes a brief introductory visit for new Schools, usually via a video call, plus email and telephone support.

### Bronze level

(Cost: Nursery/Primary/Special/Short Stay £399, Secondary £599)

- Annual advisory or accreditation visit (focus to be determined by the school)
- Full documentation for all strands
- Co-ordinator termly network meeting

### Silver level

(Cost: Nursery/Primary/Special/Short Stay £699, Secondary £899)

- Annual advisory or accreditation visit (focus to be determined by the school)
- Full documentation for all strands;
- Co-ordinator termly network meeting
- Plus **one** of the following
  - One session school based INSET per annum (up to 2 hours)
  - Second advisory visit to school (up to half a day)

### Gold level

(Cost: Nursery/Primary/Special/Short Stay: £849, Secondary £1049)

- Annual school advisory visit;
- Full documentation for all strands;
- Co-ordinator termly network meeting
- Plus **both** of the following
  - One session school based INSET per annum (up to 2 hours)
  - Second advisory visit to school (up to half a day)

## EQUALITY MARK CONTACT:

Email the Education Improvement – Equality and Diversity Team –

[equality&diversity@lancashire.gov.uk](mailto:equality&diversity@lancashire.gov.uk)

Afrasiab Anwar Community Team Leader

[afrasiab.anwar@lancashire.gov.uk](mailto:afrasiab.anwar@lancashire.gov.uk)

Roxana Sardais EAL Team Leader – Teaching and Learning

[roxana.sardais@lancashire.gov.uk](mailto:roxana.sardais@lancashire.gov.uk)