

# Ofsted's equality objectives 2017–20

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The Equality Act 2010 sets out that all public bodies will publish equalities objectives every four years. This document identifies the equalities objectives that we have chosen to focus on over the next few years, from 2017 to 2020, to improve equality, diversity and inclusion in Ofsted.

We recognise and take very seriously our broad responsibilities as both an employer and as a provider of a service to members of the public.

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## Introduction

Ofsted's aim is to be a force for improvement through intelligent, responsible and focused inspection and regulation. We are committed to supporting the development of a highly educated, productive and safer society in which children and young people can succeed, whatever their background.

As a result, promoting equality is at the heart of all we do. Our equality objectives cover how we consider equality when we inspect and regulate and how we will ensure that our own staff and those we contract with have equality of opportunity.

We published our equality objectives 2016–20 on 28 April 2016 and committed to keeping them up-to-date. At the time, we had three overarching objectives. The first related to our inspection work in general, the second was about our development and introduction of inspections of special educational needs and/or disability in local areas (LA SEND) and the third related to our practice as an employer and contractor. We have now carried out a full year of LA SEND inspections and so are now reporting on SEN and disability within an overarching objective 1 that covers all of our inspection work. We have also updated the wording of the objectives and the associated actions and success criteria to better reflect our duties under the Equality Act 2010.

Our objectives have been developed in consultation with staff, including our employee equality networks. Associated actions and success measures will be embedded in our corporate, team and regional plans and we will report annually on our progress. We will review our objectives and targets to ensure that they continue to be appropriately challenging.

## Objective 1

### **Objective 1: Ofsted will give due regard to equality, diversity and inclusion during inspection and in its research and evaluation work**

- 1.1 In making judgements, inspectors will consider whether those we inspect comply with their relevant duties set out in the Equality Act 2010 and, where applicable, the extent to which they promote British values and promote equality and diversity.
- 1.2 Where meaningful we will comment on outcomes for children and learners with relevant protected characteristics and we will continue our programme of LA SEND inspections.

#### *Actions*

- Be clear in all published inspection frameworks that inspectors will take the above factors into account.
- Provide training to inspectors on equality, diversity and inclusion and how to assess it on inspection.

- Ensure that we consider those with protected characteristics when setting and carrying out our research and analysis programmes.

#### *Success criterion*

- Inspectors report non-compliance with the Equality Act 2010 when encountered.

### **Objective 2: Ofsted will promote equal opportunities for its entire workforce, including both staff and directly contracted Ofsted Inspectors, tackling bullying and discrimination whenever it occurs**

- 2.1 Ofsted will continue to increase the diversity of its workforce.
- 2.2 Ofsted will continue to increase diversity within its Senior Civil Service (SCS).
- 2.3 Ofsted will tackle unfair treatment and inappropriate behaviour to reduce the proportion of its staff, particularly those with protected characteristics, experiencing discrimination, bullying and harassment.

#### *Actions*

- Continue to limit the impact of unconscious bias in our recruitment practices through the continued use of blind sifting for all internal and external administrative, professional and technical (APT) recruitment and inspector recruitment.
- Continue to advertise all SCS posts externally and use social media to raise awareness of our vacancies to candidates from under-represented groups.
- Continue to offer targeted developmental activity for employees from under-represented groups who have been identified as having the potential and aspiration to gain promotion to the next grade.
- Offer development opportunities, such as shadowing inspections, to senior leaders and future senior leaders, targeting groups that are under-represented in our inspector workforce.
- Continue to increase awareness of equalities, diversity and inclusion through communications and training.
- Ensure that all new employees undertake equality training and all managers undertake training in unconscious bias.
- Ensure that Ofsted's Anti-Bullying, Harassment and Discrimination group provide insight to senior leaders by identifying good practice on how to tackle bullying, harassment and discrimination, where it occurs.

#### *Success criteria*

- Improved representation of under-represented groups across grades and roles, including within Ofsted's SCS.

- Reduction in discrimination, bullying and harassment as reported in the annual People Survey.



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