



Corporate report

# Ofsted's equality objectives 2020 to 2022

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The [Equality Act 2010](#) requires all public bodies to publish equalities objectives every 4 years. This document identifies the equalities objectives that we have chosen to focus on over the next 2 years, from 2020 to 2022, to continue to improve equality, diversity and inclusion in Ofsted.

## 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.

We last reviewed and published updated our equality objectives in October 2018. This year, we have reviewed the objectives and decided to extend them until April 2022, in line with the timeframe for [Ofsted's wider corporate strategy](#). We have made some small changes to the wording of the objectives in the process, including, importantly, being clear that our first objective applies to all of our regulatory work, not only our inspection activity.

Over the next 2 years, we will continue to report on the actions we are taking to meet the objectives and the indicators of our success. We will also review our objectives in line with any work on our wider corporate strategy.

Our objectives were developed in consultation with staff, including our employee equality networks. Associated actions and success measures are embedded in our team plans and we report annually on our progress. We assess the equality, diversity and inclusion (EDI) impact of all major policy changes and projects and publish EDI statements as part of public consultations when these are required.

## Objective 1

### Ofsted will give due regard to equality, diversity and inclusion during inspection and regulation and in its research and evaluation work

In making judgements, inspectors will assess whether those we inspect and/or regulate comply with their relevant duties under the Equality Act 2010 and, where applicable, the extent to which they promote British values and promote equality and diversity.

Where meaningful, we will comment on outcomes for children and learners with relevant protected characteristics and we will continue our programme of local area special educational needs and disabilities (area SEND) (formerly LA SEND) inspections.

#### Actions

- Be clear in all published inspection frameworks that inspectors will take the above factors into account.
- Provide training to inspectors and other relevant staff on equality, diversity and inclusion and how to assess these on inspection and/or when carrying out regulatory activity.
- 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 whenever 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

Ofsted will continue to take action to increase the diversity of its workforce.

Ofsted will continue to take action to increase diversity within its Senior Civil Service (SCS).

Ofsted will tackle unfair treatment and inappropriate behaviour to reduce the proportion of its staff, particularly those with protected characteristics, who experience discrimination, bullying or 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 equality, diversity and inclusion through communications and training.
- Ensure that all new employees carry out equalities training and all managers carry out training in unconscious bias.
- Ensure that Ofsted's anti-bullying, harassment and discrimination group provides insight to senior leaders by identifying good practice on how to tackle bullying, harassment and discrimination, when these occur.

#### 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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