



# POLICY FOR EQUALITY

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Responsible Officer	Chief Executive Headteacher
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### 1. Aims

Our Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

### 2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.
- This document complies with our funding agreement and articles of association.

### 3. Roles and responsibilities

The Trust board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher/Chief Executive Headteacher

The equality link director is Mike Douglas. They will:

- Meet with the designated member of staff for equality twice annually, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full board regarding any issues

The designated member of staff for equality is Lisa Cook who will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link director twice annually to discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All Trust staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### 4. Eliminating discrimination

The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff, directors and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually (every September).

The Chief Executive Headteacher is the designated member of staff for monitoring equality issues, and an equality link director. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of curriculum experiences/activities)

In fulfilling this aspect of the duty, the Trust will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## 6. Fostering good relations

The Trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising trips and activities based around the local community

- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the academy. For example, our school councils has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the academy activities, such as sports clubs. We also work with parents/carers to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 7. Equality considerations in decision-making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made.

The Trust always considers the impact of significant decisions on particular groups. For example, when a trip or activity is being planned, the trip leader considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys, girls and gender neutral/fluid pupils

The Trust keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

### Objective 1

To undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the staffing and pay sub-committee of the Trust Board.

Rationale for this objective:

- To review staff make-up.
- To use the information to reflect and explore whether we are ensuring equality of opportunity between people who share a protected characteristic and people who do not share it

To achieve this objective, we:

- As part of the annual budget review process, the Chief Executive Headteacher and Trust Business Manager will review staffing against protected characteristics.
- A report will be written with reflections and shared with the Trust Board.

Progress we are making with this objective:

Currently, across the Trust, our employment profile evidences a range of characteristics (race, gender and disability). This data is reviewed at the point of each budget revision (at least twice annually).

## **Objective 2**

Leaders continue to establish reasonable adjustment agreements for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.

Rationale for this objective:

- To eliminate discrimination
- To ensure equality of opportunity between people who share a protected characteristic and people who do not share it

To achieve this objective, we:

- As part of Performance Management reviews, discuss adjustments with staff to determine any further specific needs/equipment/changes required.
- Use the support from our HR and Occupational Health services to establish the specific adjustments needed.
- Put in place the adjustments required and undertake a termly review.

Progress we are making with this objective:

Currently, staff with identified disabilities have adjustments in place to support them. Occupational Health is used for advice as required.

Academy Leaders liaise with staff on a termly basis, or sooner if needs change.

## **Objective 3**

Provide on-going training for all members of staff, governors and directors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Rationale for this objective:

- To raise awareness of discrimination
- To foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

To achieve this objective, we:

1. Provide staff with recruitment training materials.
2. Discuss recruitment selection and any/possible changes needed to our current recruitment procedures.

Progress we are making with this objective:

Currently, recruitment is open and selection is based on merit only. Regular staff training on disability has not previously been established and is needed to ensure that all staff involved in recruitment remain current.

#### **Objective 4**

Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by April, to help address the under-representation of people with disabilities in the Trust workforce.



Rational for this objective:

- Eliminate discrimination
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

To achieve this objective, we:

Add the Two Ticks symbol to adverts and application forms/packs.

Progress we are making towards this objective:

### **9. Monitoring arrangements**

The Chief Executive Headteacher will update the equality information we publish, at least every year.

This document will be reviewed and approved by the Board of Directors annually.

### **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Academy risk assessments
- Educational Visits Policy