

Equality  
Information  
and Objectives  
Policy



Trust God Love  
Always  
Aim High

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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 Trusts 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 Trusts](#).

This document also 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 daily to the headteacher

The equality link Director is Chair of the Board Rev. Canon Andrew Holliday

He will:

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

The Executive Headteacher will:

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

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 and Directors 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

The Trust has a designated member of staff for monitoring equality issues, and an equality link Director. They regularly liaise regarding any issues and make senior leaders and Directors 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 Trust societies)

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 several 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
- Collaborating with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising Trust and school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the Trust's activities, such as sports clubs. We also collaborate with parents 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 school trip or activity is being planned, the Trust considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school 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 school 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

Enable our children and staff to thrive in a supportive learning community through auditing, developing and consolidating good practice in different areas of equality

We will achieve this by ensuring our staff are trained and have an up-to-date knowledge and understanding of how to create a culture where all can thrive. We will also monitor carefully the outcomes of all children, ensuring they are making expected or better progress towards aspirational targets. We will also ensure early intervention is in place for those children who need it so that the attainment gap is narrowed in English and Maths.

### Objective 2

Promote understanding of all the following: identity, diversity, equality and community, so we can support our community to be prepared for life in modern Britain.

We will achieve this by ensuring our curriculum offer has a wide range of opportunities for our children to learn about diversity. Our environments are ‘windows and mirrors,’ on the world, so our children can see themselves reflected in the classroom, but they can also see modern Britain represented through the books they use, significant people they study and the resources.

### **Objective 3**

Promote equality of opportunity through Learning Together Trust’s 3Es offer – Enrichment, Extra-Curricular and Experiences

We will achieve this by ensuring our additional offer enhances the life experiences of our children. Nobody will feel excluded and all can have access to a wide range of opportunities designed to raise aspirations and inspire our children. The 3Es are free to all and include: snow and water sports experiences, University visits and music opportunities.

### **Objective 4**

Fostering good relations across all characteristics between people who share a Protected Characteristic and people who do not share a Protected Characteristic.

We will achieve this by ensuring we recognise and celebrate events from other cultures, communities and faiths represented in our school and our community.

## **9. Monitoring arrangements**

The Executive Headteachers will update the equality information we publish at least every year.

Trust Board will review this document at least every 4 years.

Trust Board will approve this document

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

This document links to the following policies:

- Accessibility plan
- Risk assessment