



**Learn@**  
MULTI ACADEMY TRUST



## **Equality Information and Objectives Policy**

**Approved by:** Lorna Carswell

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### 1. Aims

Our Academy 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.

### 3. Roles and responsibilities

The Academy Council will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Academy, including to staff, pupils and

parents/carers, and that they are reviewed and updated at least once every four years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher

The equality link Academy Councillor will:

Meet with the designated member of staff for equality every two terms 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 Academy Council regarding any issues

The Head Teacher will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils

Monitor success in achieving the objectives and report back to Academy Council

The designated member of staff for equality will:

Support the Head Teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils

Meet with the equality link Academy Councillor every two terms to raise and discuss any issues

Support the Head Teacher in identifying any staff training needs, and deliver training as necessary

All Academy 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 Academy 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 Academy Councillors 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 every year.

The Academy has a designated member of staff for monitoring equality issues, and an equality link Academy Councilor. They regularly liaise regarding any issues and make senior leaders and Academy Councilors aware of these as appropriate.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the Academy 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 Academy societies)

In fulfilling this aspect of the duty, the Academy 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 Academy 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 school 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 Pupil Voice 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's 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 Academy ensures it has due regard to equality considerations whenever significant decisions are made.

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

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

The Academy 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 Academy 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:** *Train all members of staff and Academy Councillors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: Knowle DGE aims to ensure that staff involved in recruitment are fully trained to ensure equal opportunities and non discrimination are integral to the recruitment process.

To achieve this objective we plan to: Leadership to attend equal opportunities training and safer recruitment training.

Progress we are making towards this objective:

**Objective 2:** *Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by January of next year, to help address the under-representation of people with disabilities in the Academy workforce.*

Why we have chosen this objective: Knowle DGE aims to address the under-representation of people with disabilities in the Academy.

To achieve this objective we plan to: Sign up as a disability confident committed employer which means Knowle DGE can use the disability confident badge on adverts to show you encourage applications from disabled people.

Progress we are making towards this objective:

## **9. Monitoring arrangements**

The Academy Council and Head Teacher will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by Academy Council and Head Teacher at least every 4 years.

This document will be approved by Academy Council.

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

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Learn@MAT Equality & Diversity Policy
- Equal Opportunities Policy