



# **Equality Information and Objectives Policy**

<b>Formally adopted by the Trust</b>	
<b>On:-</b>	
<b>Trustees:-</b>	<b>HR Committee</b>
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## 1. Aims

Our Trustees are committed to equality in all aspects of school life. This document outlines the over-arching principles of our Trust. Each school will address equality in a way that suits its circumstances.

Our Academies aim to meet their 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 also complies with our funding agreement and articles of association.

## 3. Roles and responsibilities

The Trustees/Governors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, 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 headteacher/head of school

The headteacher/Head of School 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 school 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 school 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, governors and trustees 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.

## 5. Advancing equality of opportunity

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

## 6. Fostering good relations

The Academies aim 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.
- 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 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 school's activities, such as sports clubs. We also work 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

Our Academies ensure they have due regard to equality considerations whenever significant decisions are made.

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

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

## 8. Equality objectives

**Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the Resources Committee and Board of Trustees.

**Objective 2:** Monitor the representation of staff from local black and minority ethnic communities over a 4-year period (September 2019-September 2022) to ensure it is representative of our communities as a whole.

**Objective 3:** Amend recruitment processes across all schools so that they align with 'How to reduce unconscious bias in your recruitment process' guidance from The Key.

[How to reduce unconscious bias in your recruitment process](#) – The Key for School Leaders

**Objective 4:** Continue to support the development of equalities and diversity activities across all schools. All schools to participate with cross-school Trust training.

## **9. Monitoring arrangements**

This document will be reviewed the Board of Trustees at least every 4 years.

This document will be approved by the Board of Trustees of Clarion Academy Trust.

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

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Admissions arrangements