

Equality Information and Objectives

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1. Introduction

The Trust intends and expects that all decisions around the use of Trust resources will be underpinned at all times by its vision and values:

Our aim:

To create centres of educational excellence that inspire all pupils to turn their potential into performance

To achieve this its schools will:

Provide a broad and balanced curriculum that allows pupils to develop their talents and ambitions

Deliver the highest quality learning opportunities facilitated by excellent teachers

Inspire our pupils to become confident, motivated and respectful individuals ready to make a positive contribution to society

The Trust will support its schools by:

Maximising the resources and expertise available to individual schools

Providing a platform for the sharing of excellent practice

Challenging and developing staff to turn their potential into performance

1.1. Aims and Scope

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

1.2. Other linked Policies

Equality Policy

SEND Policy

Behaviour Policy

Complaints Policy

Admission Arrangements

Accessibility Plan

2. Equality Statement

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 requires 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 the Department for Education (DfE) advice for schools on the Equality Act, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the public sector equality duty.

3. Guidance and Procedures

We expect all staff of the Trust and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

3.1. Roles and Responsibilities

The Trust Board

The Trust board has overall responsibility for ensuring compliance with equality legislation and the effective operation of this policy and that action plans are implemented.

Principals, Head Teachers and SLT

Principals, Head Teachers and their senior leadership teams, are responsible for ensuring that:

- This policy is communicated and made readily available to staff, parents and guardians.
- This policy and its related procedures are implemented.
- Staff are aware of their responsibilities and are given appropriate training and support to enable them to effectively deliver this policy and Equality Policy
- Appropriate action is taken in any case of actual or potential discrimination
- All staff understand their duties regarding recruitment and provide reasonable adjustments to staff when appointed. All appointment panels give due regard to this document, so that no one is discriminated against when it comes to employment or training opportunities.
- All staff and pupils are aware of the process for reporting and following up bullying and prejudice-related incidents
- All incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, are treated with due seriousness.

- The principle of equal opportunity is promoted when developing the curriculum.

All Trust Staff

All Trust staff are expected to have regard to this document and to work to achieve the objectives.

3.2. 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.

All forms of discrimination within schools should be treated seriously. Incidents will be logged whenever they take place in the school. It will be explained to the offender why the behaviour is unacceptable.

3.3. 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 by 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 clubs and activities)

3.4. 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 ensuring its schools:

- Create an environment which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations
- Provide opportunities in the curriculum content to promote pupils' understanding of different environments and societies other than their own
- Make sure pupils work with their local community. This includes arranging visits from people who have non-stereotypical jobs or are from different races or cultures and disabled people

- Carefully consider groupings for specific tasks to ensure that every child participates fully and have opportunities to join in co-operative activities with different people

3.5. Equality considerations in decision-making

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

In all of its schools, we will 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 all pupils irrespective of their gender

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.

4. Equality Objectives

- To monitor and evaluate attainment levels and participation of all groups
- To continue to make its schools inclusive environments, where all pupils and staff are welcomed and valued irrespective of gender, race, religion, sexuality, disability, ethnicity or background
- To continually consider how well the school ensures equality of opportunities for all its pupils

5. Monitoring Arrangements

The Equality information and objectives have been agreed by the Trust Board. We have a rolling programme for reviewing our policies and their impact. In line with legislative requirements, we will review the progress and implementation of the Equality Objectives and Equality Information annually. This policy will be reviewed annually by the Trust Executive Board. The implementation of the Equality Objectives will be reviewed every four years.