



**Education  
Partnership  
Trust**

Creating outstanding schools  
which transform learning, lives  
and communities

# EQUALITY INFORMATION AND OBJECTIVES

**Document Control**

<b>This document has been approved for operation within:</b>	All Trust Establishments
<b>Date effective from</b>	April 2022
<b>Date of next review</b>	April 2026
<b>Review period</b>	4 Years
<b>Status</b>	Statutory
<b>Owner</b>	Education Partnership Trust
<b>Version</b>	1

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## 1. INTRODUCTION

This policy applies to all aspects of the Education Partnership Trust (“The Trust”) and its schools. The Trust will promote equality of opportunity and eliminate discrimination with particular regard to protected characteristics as outlined by the Equalities Act 2010.

The Trust is committed to promoting fairness and equality in everything that it does, acknowledging the diversity of the people who make up our communities. Equality involves a fair environment in which everyone can participate and is given the opportunity to achieve. Diversity recognises and values differences between individuals and groups to create a positive and inclusive culture for the benefit of our schools.

The Trust believes that every individual within our schools has the right to be treated fairly and with dignity, understanding, tolerance, and respect and to be in an environment free from abuse, offensive behaviour, prejudice and unfair discrimination.

In seeking to eliminate direct or indirect unfair discrimination and to promote equality of opportunity and fair treatment, the Trust and its schools will actively promote policies and procedures aimed at realising the full potential of every individual. The Trust will endeavor to maximise resources to ensure that opportunities are open to all.

## 2. LEGISLATION AND GUIDANCE

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty (PSED) 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

The PSED is a duty on public bodies to consider the needs of all individuals in their day to day work and covers the following ‘protected characteristics’:

- Age (not applicable with regard to learners)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion/belief
- Sex
- Sexual orientation

The Trust aims to meet its obligations under the ‘General Duty’ of the PSED 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

Having 'due regard' means that whenever significant decisions are being made or policies developed, thought must be given to the equality implications.

The 'Specific Equality Duty' assists public bodies in responding to the 'General Duty'. There are two specific duties that public bodies are required to carry out:

- To prepare and publish one or more specific and measurable equality objective.
- Publish information to demonstrate how the Trust is complying with the PSED.

### 3. DELIVERING ON THE DUTY

Through this policy the Trust will develop, consult on, set and publish 'Equality Objectives'. All Trust schools will adopt this policy and all school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

The Trust will publish an 'Equalities Statement' to demonstrate compliance with the Equality Duty.

Schools will report annually to the Trust on the operation and effectiveness of this policy and in particular on the actions taken to ensure achievement of the Equality Objectives.

To fulfil the duty to have 'due regard' to equality considerations, schools must, whenever significant decisions are being made or policies developed, give thought to equality implications. This means that:

- Decision makers in our schools must be aware of this duty when making a decision and assess whether it may have particular implications for people with particular protected characteristics.
- Schools must consider the equality implications before and at the time that they develop policy and take decisions, and should keep them under continuous review.

Each Governing Body will ensure that their school complies with the appropriate legislation by ensuring policy and any related procedures are implemented. They will scrutinise the school's approach to equalities to ensure both the general and specific duties under the PSED are fully complied with.

The Headteacher will implement this policy and any related procedures, ensuring that all staff are aware of their responsibilities.

The Headteacher has responsibility to ensure the school's commitment to equality is reflected in:

- The attitudes and behaviour of staff
- Arranging appropriate training
- Their willingness to acknowledge and tackle examples of unacceptable behaviour

### 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 and governors are reminded of their responsibilities under the Equality Act and receive regular refresher training.

## 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 school societies)

In fulfilling this aspect of the duty, the school 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 RELATIONSHIPS

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 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

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

The school always considers 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

This policy is supported by Equality Objectives, fulfilling our 'Specific Equality Duty'. These objectives are reviewed every four years in line with this policy.

### **Objective 1:**

To raise awareness of equality and diversity through training and development delivered by the Trust to all staff and governors.

### **Objective 2:**

To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all students.

### **Objective 3:**

To further develop a culture where all aspects of sexual harassment are recognised, managed and a culture is created where any form of harassment is not tolerated.

## 9. MONITORING ARRANGEMENTS

The policy will be promoted and implemented throughout all Trust schools.

The Trust will monitor the operation and effectiveness of arrangements referred to in this policy at each school.

The Trust will review this policy every four years in consultation with each school.