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| <b>POLICY:</b><br>Equality and Diversity Information and Objectives | <b>REF: ESD003</b><br>Employment & Staff Development | <b>VERSION: 4</b>               |
| <b>APPROVAL BODY:</b><br>ALET Board                                 | <b>DATE:</b><br>13.07.20                             | <b>REVIEW DATE:</b><br>12.07.21 |
| <b>LEAD PERSON:</b><br>Head of HR                                   |                                                      |                                 |
| <b>VERSION</b>                                                      | <b>REVIEWER/APPROVAL</b>                             | <b>REVIEW NOTES</b>             |
| 1. 22.03.17                                                         | ALET board                                           | New Policy                      |
| 2. 07.11.18                                                         | ALET board                                           | Review                          |
| 3. 01.04.20                                                         | ALET board                                           | Review                          |
| 4. 13.07.20                                                         | ALET board                                           | Review                          |

## Equality and Diversity

Our vision at Activate Learning Education Trust is “transform lives through learning’ by igniting confidence, expanding opportunities, energising the community, and generating prosperity. Through [our Learning Philosophy](#) and core values of empowerment, enterprise, connectedness and transformation, we will provide our students and staff with a safe and supportive environment in which to thrive

Our [Learning Philosophy](#) is rooted in the dynamics between the brain, motivation and our emotions.

## Purpose of the Policy

The purpose of this policy is to outline Activate Learning Education Trust’s obligations under the public sector equality duty (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

## 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](#).

## **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 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 Leadership Group

### **The Leadership Group will:**

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

### **The Staff**

All school staff are expected to have regard to this document and to work to achieve the objectives as set out below.

## **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 regularly reminded of their responsibilities under the Equality Act.

Staff will receive appropriate training.

## **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, ALET 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, ALET 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

## **Fostering good relations**

ALET 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

## Equality considerations in decision-making

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

ALET 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

## Equality objectives

**Objective 1:** *Undertake an analysis of recruitment data and trends with regard to race, gender and disability.*

**Objective 2:** *Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.*

**Objective 3:** *Increase the representation of teachers from local black and minority ethnic communities over by July 2023, so that this group increases from 10% to 25% of the teaching workforce.*

**Objective 4:** *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

### Objective 5

*Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by March of next year (2021), to help address the under-representation of people with disabilities in the workforce.*

## 9. Monitoring arrangements

The Trust Board will update the equality information we publish, described above, at least every year.

This document will be reviewed by Trust Board at least every 4 years.

This document will be approved by the ALET Board.