



EQUALITY INFORMATION AND OBJECTIVES

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Last review date: 29.06.21

Person responsible: Chief Executive Officer

1. Aims

Southmoor Multi Academy 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

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 **Board of Trustees** will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The **equality link Trustee** is Mrs Helen Catcherside who will:

- Meet with the designated member of staff for equality annually, 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 Trustees regarding any issues

The **Headteacher** will:

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

The **designated member of staff** for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All 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 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.

Staff, Trustees and Local Academy Council members are 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 two years.

Each Academy has a designated member of staff for monitoring equality issues. They make senior leaders and Trustees aware of any emerging issues as appropriate.

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:

- Collect 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
- Identify improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying), and implement plans for improvements where necessary.

6. 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:

- 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 the 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 councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the academy's activities, such as sports clubs.
- Developing 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 Trust ensures it has due regard to equality considerations whenever significant decisions are made.

The Trust always considers the impact of significant decisions on particular groups. For example, when a school 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 pupils of each gender.

8. Equality objectives

Objective 1

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by September 2021, and report on this to the Trustees in the Autumn Term meeting.

Why we have chosen this objective: We want to understand our demographic, to be sure that we are aware of any possible unconscious bias, so that it can be addressed. .

To achieve this objective we plan to: Analyse the data that has been collected when staff were appointed, collecting updated information in case of a change of circumstances.

Objective 2

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

Why we have chosen this objective: We want to be proactive in addressing the needs of our staff as we understand that it can sometimes be difficult for staff to approach leaders or line managers.

To achieve this objective we plan to: Create an online, confidential survey asking staff to share access/support concerns. We will then make any reasonable adjustments that are required.

Objective 3

Increase the representation of teachers from local black and minority ethnic communities over a 5-year period so that this group increases as a percentage of the total workforce.

Why we have chosen this objective: We want our teaching demographic to reflect the communities we serve.

To achieve this objective we plan to: Include a 'Positive about Diversity and Inclusion' statement in all our of job advertisements.

Objective 4

Ensure that at least one member of staff involved in recruitment and selection has been trained on equal opportunities and non-discrimination by the beginning of the next academic year.

Why we have chosen this objective: We want to make sure that we tackle any unconscious bias when we recruit.

To achieve this objective we plan to: Give our HR manger access to this training.

Objective 5

Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by September, to help address the under-representation of people with disabilities in the school workforce.

Why we have chosen this objective: We want to recruit positive role models to inspire students, by being an inclusive employer.

To achieve this objective we plan to: Include the Two Ticks logo on the website of each academy.

9. Monitoring arrangements

The CEO / Headteacher will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the CEO at least every 4 years.

This document will be approved by the Board of Trustees.

10. Links with other policies

This document links to the following policies:

- Accessibility Plan
- Risk Management Policy

11. Individuals with Responsibility for Equality

Academy	Designated Staff Member	Link Trustee
Sandhill View Academy	Anthony Blake Assistant Headteacher (Personal Development)	Helen Catcherside
Southmoor Academy	Lisa Mellefont Assistant Headteacher (Personal Development)	