

Equality Information and Objectives Statement

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Document Control Table

| Document History | | | |
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| Version | Date | Author | Note of Revisions |
| V1 | Dec 2020 | S Jarvis | First Equality Information and Objectives Statement |
| V1.1 | Oct2022 | V Scannella | <ul style="list-style-type: none"> • Includes 'marriage and civil partnership' as a protected characteristic • 'Equality Act 2010 and Public Sector Equality Duty' section replaced by new 'Legislation and Guidance' section • Change to the responsibilities of the Trustees: the E&D Lead now to work alongside the Trust Executive in leading on E&D issues • Changing the appointment of AQC E&D Lead from being the responsibility of the Board to being the responsibility of the AQC itself • AQC lead to report to Trust Exec lead as well as the lead Trustee • Inclusion of 'Head' as well as 'Principal' • 'Students' changed to 'Learners' in-line with other TPT documentation • Under 'Responsibilities of Contractors', Finance Director changed to Director of Operations • List of linked policies updated to reflect current policies • Addition of Policy Control Table • Formatted according to updated policy template |

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About this policy

The Prospect Trust, and its associated Academies, are committed to fulfilling their obligations under Equality and Diversity legislation. We are committed to creating an environment in which all learners can reach their potential. In particular, we are mindful that the Equality Act 2010 requires us to have due regard of the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

As a community, we are actively developing and building upon practices and policies which provide equal opportunities for all members of the Trust, regardless of the protected characteristics of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion or belief; race; sex; and sexual orientation. We actively challenge expressions of prejudice and seek to rectify any discriminatory practices or behaviour.

Policy Aims and Objectives

We aim to provide the highest possible level of education for all of our learners. The ethos of our Academies clearly reflects our commitment to fully including and respecting all members of our Academy communities.

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](#).

Trust-wide Equality & Diversity Objectives

- Each Academy will produce a plan to set out the equality actions that they intend to take for that academic year to eliminate unlawful discrimination, harassment and victimisation. Each Academy will communicate this plan to stakeholders and review progress at an appropriate Academy Quality Council (AQC) meeting.
- Each Academy will monitor and analyse pupil achievement and progress by ethnicity, gender and SEND, and any other protected characteristic as appropriate. They will act on any trends or patterns in this data, which identify the need for additional support for pupils with the aim of narrowing the attainment gap for equality groups.
- The Trust will research and make recommendations to its Academies around equal opportunities in staff, AQC, Trustee and Member recruitment, to reflect the diversity of, and foster good relationship with, the communities they serve.

Communication of Equality Information and Objectives Statement

We will take active steps to communicate these objectives to all learners, parents/carers/associated persons, staff, volunteers, partners, stakeholders, contractors and visitors to our Academies.

Trust Board Responsibilities

- make sure the Trust complies with its legal duties; and
- nominate a Trustee to work alongside the Trust Executive to lead the Trust on Equality and Diversity and report to the wider Board

Academy Quality Council Responsibilities

- appointing a Councillor to lead on the Equality and Diversity responsibilities of the AQC
- monitoring and reviewing the Academy's arrangements for delivering the Equality and Diversity objectives; and
- reporting annually the outcomes from the Equality and Diversity objectives to the lead Trustee and Trust Executive lead.

Responsibilities of the Head / Principal

- implementing the Trust-wide Equality and Diversity objectives within their Academy;
- promoting the Equality and Diversity Policy both inside and outside the institution; and
- ensuring that the Equality and Diversity Policy and its procedures are followed.

Responsibilities of Academy leaders (for example senior, subject and pastoral leaders)

- putting the Academy Equality and Diversity Policy and codes into practice;
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out; and
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation.

Responsibilities of All Staff (teaching and non-teaching)

- dealing with incidents relating to bias, discrimination or stereotyping on the basis of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion or belief; race; sex; and sexual orientation;
- challenging any verbal or other discriminatory behaviour used in the classroom or in a learning context;
- making reasonable adjustments when providing a service to those with a disability and not treating these learners less favourably;
- promoting Equality and Diversity for all members of the Academy;
- showing sensitivity towards, and respect for, cultural diversity within the Academy community;
- taking appropriate opportunities to celebrate diversity issues both in and out of lessons.

Responsibilities of Learners

- respecting others in their language and actions; and
- obeying all of the Academy's Equality and Diversity policies and codes.

Responsibilities of Contractors and Service Providers

All contractors and service providers are responsible for following the Academy's Equality and Diversity policies and codes, and any related conditions in contracts or agreements.

Documentation will be made available to all organisations bidding for a contract and will be provided by the Trust's Director of Operations to all successful contractors and service providers as part of the contract process.

Monitoring Arrangements

The nominated AQC councillors for Equality and Diversity will report annually to the Trust Board via the Equality and Diversity Trustee lead and Trust Executive Equality and Diversity lead.

This Equality Information and Objectives Statement has been approved and adopted by The Prospect Trust. This Statement will be reviewed every four years, or as required, to ensure it remains compliant with Equality legislation.

Linked Policies

This Statement has links with the individual Academy's Admissions, Accessibility, Anti-bullying, Behaviour, and SEND policies. The Equality Act also applies to the Trust in its role as employer, and there are links to our Recruitment Policy, Whistle Blowing Policy, Code of Conduct, Health and Safety, Use of Technology policies.

Places to find further advice

Individual Academy sites have additional information on the Equality and Diversity activities that take place on their site in order to meet the Trust's overarching objectives.