

The Prospect Trust Equality Information and Objectives Statement

Approved by The Prospect Trust Board

Effective from December 2020

Due for Revision December 2024

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 students 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, 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 students. The ethos of our Academies clearly reflects our commitment to fully including and respecting all members of our Academy communities.

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 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 students, parents/carers/associated persons, staff, governors, partners, stakeholders, contractors and visitors to our Academies.

Equality Act 2010 and the Public Sector Equality Duty

The Equality Act 2010, and the accompanying Public Sector Equality Duty, set out the framework of duties. This includes: the eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, religion or belief, race, sex and sexual orientation. The Duty also covers marriage and civil partnership in terms of equality of employment opportunities; providing information on the effect our policies and practices have had on people who share a protected characteristic. Accordingly, the Trust and its Academies will publish the analysis we have undertaken to establish whether our policies and practices further the general aims of the duty.

Board of Trustees Responsibilities

- making sure the Trust complies with its legal duties; and
- nominating a Councillor (Academy Quality Council) and Trustee to lead the Trust on Equality and Diversity issues.

The Academy Quality Council Responsibilities

- 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.

Responsibilities of the 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, 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 Students

- 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 Policy, and any related conditions in contracts or agreements. The Policy will be made available to all organisations bidding for a contract and will be provided by the Trust's Finance Director 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 lead Trustee for Equality and Diversity who will report to the Trust Board.

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 Behaviour, Admissions, SEN and Anti-bullying 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, Health and Safety, Online-Safety and Acceptable Use policies.

Places to find further advice

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