



ALL SAINTS
Multi Academy Trust

Trust Equality Policy & Objectives

November 2017

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1. Aims

Our 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 Trust board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, students 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 Heads of School.

The Heads of School will:

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

All Trust 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.

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. students with disabilities, or gay students 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 students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of Trust societies)

In fulfilling this aspect of the duty, the Trust will:

- Publish attainment data each academic year showing how students 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 students

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, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students 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 students within the Trust. For example, our school council has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the Trust 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 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 Trust considers whether the trip:

- Cuts across any religious holidays
- Is accessible to students with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective	How will this be monitored?	Who is responsible for monitoring?	Timeframe	Success Criteria
1. To improve the participation and engagement of different groups of parents and communities.	Attendance at Parent's Evening and Parental Questionnaires	SLT / Heads of Year	July 2019	Attendance at Parent's Evening increases Number of Parental Questionnaires completed increases
2. To improve attendance for Pupil Premium Girls across the academic year.	Attendance reports	SLT / Attendance Officer	September – July yearly	Attendance figures will reach the yearly target and individual student attendance will improve yearly
3. To ensure all Trust policies contain the Trust's Equality Statement, as part of the policy review schedule	Governors meetings and committees as part of the review cycle	Governors / SLT	July 2019	All statutory policies will include the Equality statement to reinforce the Trust's commitment to equality

9. Monitoring arrangements

The Heads of School will update the equality information we publish, at least every year.
This document will be reviewed by the Trust board at least every 4 years.
This document will be approved by the Trust board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Equal Opportunities for Students
- Equal Opportunities for Staff
- Anti-Bullying Policy