

Equality information and objectives

Eko Trust



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1. Aims

Our school 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 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 headteacher.

The Trust board:

- Ensure the Senior Leaders of Trust schools meet with the designated member of staff for equality twice a year and/or as required and other relevant staff members, to discuss any issues and how these are being addressed and that these issues are recorded and communicated to the Local Governing Bodies.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.

Headteachers in Trust schools will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to Local Governing Bodies.

Designated members of staff for equality in Trust schools 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 school 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.

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 Trust 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

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 to sessions across the Trust.
- Working with our local community. This includes inviting in leaders of local faith groups, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to prevent tensions between different groups of pupils within the Trust. For example, 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 school's activities, such as sports clubs.

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 school considers whether the trip:

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

8. Equality objectives

Eko Trust

- To increase the representation of leaders from local black and minority ethnic communities over a 4-year period, so that this group increases to at least 30% of all Eko trust school leaders .
- To increase the extent to which all pupils in Eko Trust Schools, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.
- To increase the membership of vulnerable pupils in out-of school clubs and activities, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.

Eleanor Smith School

- To continue to monitor and analyse pupil attendance by key ethnicity groups, gender and SEND and act upon any trends or patterns in this data that require additional support for pupils.
- To continue to promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
- To ensure that our staff represent the communities that we serve and that all colleagues have development and leadership opportunities, regardless of which protected groups they are from.

Gainsborough School

- Continue to promote and develop understanding and respect for differences at all levels.

- Narrow the pupil premium gap in reading across KS2.
- Embed use of CALMA for teaching and assessment for children with ASD (SEND) working well below National Curriculum and age-expected levels in preparation for life after P Scales.
- To provide support to identified families who are less involved, to increase their engagement within school.
- Ensure opportunities for BAME (Black Asian and Minority Ethnicity) staff for professional development and leadership opportunities are shared and accessible.

Earlham School

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

Kaizen

- To continue to monitor and analyse pupil achievement by key ethnicity groups, gender and SEND and act upon any trends or patterns in this data that require additional support for pupils. (Assessment data across the year forms part of our future planning in terms of our staffing and resourcing for key groups).
- To continue to promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
- To ensure that our staff represent the communities that we serve and that all colleagues have development and leadership opportunities, regardless of which protected groups they are from.

9. Monitoring arrangements

The Trust board will be responsible for updating 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