

<b>Staffordshire University Academies Trust</b>		<b>Trust Policy Document</b>	
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## Equality Policy

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### 1. Aims

Our Trust aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

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The Trust will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout all SUAT schools, 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/Principal at a local level and to the Trust Board at MAT level.

The Equality link member is Helen Ashwood. They will:

- Meet with the designated member of staff for equality twice a year and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Headteacher will:

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

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor twice a year to raise and discuss any issues.
- Support the Headteacher/ Principal in identifying any staff training needs, and deliver training as necessary

**All school staff are expected to have regard to this document and to collectively work to achieve the objectives as set out in section 8.**

## 4. Eliminating discrimination

SUAT 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 and governors are regularly 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 and updates regarding equality during briefings. Training regarding equality is available to all staff via the National College training platform.

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Each school has a designated member of staff for monitoring equality issues (this may also be the Headteacher/Principal), and an Equality link member. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that 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/staff 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:

- 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

SUAT 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. Staff and pupils will be encouraged to take a lead in such assemblies; external speakers may be invited to contribute
- Working with our local communities. 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 a school. For example, our school council and worship team have representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.

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- We also work with parents to promote knowledge and understanding of different cultures and contexts.
- 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

SUAT schools ensure they have due regard to equality considerations whenever significant decisions are made.

They always consider 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

Each SUAT school keeps a written record (**known as an Equality Impact Assessment**) to show how they have actively considered our equality duties and asked the relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

### SUAT Objective 1

**Ensure that all SUAT schools fully implement the Behaviour, Anti Bullying and Child on Child Abuse policies in order to reduce the need to address and report any discriminatory incidents.**

**Why we have chosen this objective:**

- We want all pupils and staff to attend SUAT schools free from any form of discrimination.
- We want all staff and pupils to be feel sufficiently confident to challenge any form of discrimination.
- We want staff training to remain current and in line with latest policy and guidance
- We want all staff and pupils to know that they can report any form of discrimination; that they will be heard and follow up will happen

**To achieve this objective, we plan to:**

- We will annually monitor that all staff are trained to recognize and respond, in line with policy, any form of discrimination.
- We will expect SUAT schools to regularly monitor how pupils and staff feel regarding discrimination; this may be addressed via internal surveys carried out by the schools.
- External and internal monitoring will be carried out annually to ensure that Objective 1 is achieved.
- The Trust Board will regularly check that the relevant policies are upheld and any failure to do so is promptly addressed.

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**Progress we are making towards this objective:**

- Reviewing all policies and procedures to ensure they support our equality policy
- Giving all staff and LAC members access to the National College where they can complete a range of training to support our equality objectives
- Recording and reporting to the LAC any forms of discrimination along with actions taken to address

**SUAT Objective 2**

**Ensure that the Curriculum and Pastoral Care, in all SUAT schools, promotes diversity, challenges stereotypes and develops character education.**

**Why we have chosen this objective:**

- We want all pupils in SUAT schools to learn, appreciate and respect that we live in a diverse society.
- We want all pupils to feel sufficiently confident to be able to question and challenge stereotypes.
- We want all pupils to know that they are valued for who they are; to respect and value others; to be prepared to live and work in a diverse society beyond school.
- As a mixed MAT, of Church and non-Church schools, we want to uphold and strengthen Christian faith and values in accordance with our Articles.

**To achieve this objective, we plan to:**

- We will ensure that all SUAT schools uphold and deliver Trust ambition to Achieve Better Outcomes for All
- We will monitor how SUAT schools achieve the above through the Curriculum provision and pastoral care.
- We will provide challenge and support through relevant CPD for staff, LAC members and Trustees.
- We will work closely with the Lichfield Diocese Board of Education to ensure that our Church schools enable all pupils to flourish.
- The Trust Board will regularly check that the Curriculum offer and Pastoral Care are of the highest quality for all groups of pupils.

**Progress we are making towards this objective:**

- Working with our wider community to enrich our curriculum offer
- Engaging with resources such as Picture News which help inform and educate
- Putting our Christian vision and values at the heart of all we do

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### SUAT Objective 3

**Ensure that all SUAT schools continually strive to deliver high quality teaching and learning with consistently high expectations and achievement for all pupils.**

**Why we have chosen this objective:**

- In keeping with our vision to ‘Achieve Better Outcomes’ for all pupils, we expect all SUAT schools to provide the very best teaching and learning opportunities.
- We want SUAT schools to uphold the highest expectations for all pupils, regardless of their personal context and age.
- We expect SUAT schools to continually review, reflect upon and improve their provision to achieve the very best outcomes for all learners.

**To achieve this objective, we plan to:**

- We will provide appropriate support and challenge through internal and external monitoring.
- We will provide appropriate CPD and sharing of effective practice in order to improve outcomes for all SUAT pupils.
- We will work with other Trusts and Educational Consultants to inform school provision and practice.
- SUAT schools will regularly carry out stakeholder surveys to check that the quality of teaching and learning is of the highest quality for all pupils.
- The Trust Board will regularly monitor pupil outcomes to ensure that standards are improving for all groups of pupils.

**Progress we are making towards this objective:**

- Engaging in the SUAT connected CPD offer
- Partnering with other SUAT schools to share ideas and resources to better our children’s education
- Embedding a robust system of monitoring and review to ensure we all have consistently high expectations

### SUAT Objective 4

**Ensure that SUAT staff/LAC/Trust who are involved in recruitment and selection, are fully trained regarding equal opportunities and non-discrimination, alongside safer recruitment. Training records kept by each school and at Trust level, will show that 100% of those attending relevant training have a good understanding of the legal requirements.**

**Why we have chosen this objective:**

- We want SUAT to be a consistently fair and equitable employer.
- We don’t want to unknowingly discriminate against any protected characteristics.
- We want all those employed by SUAT to know that the selection and recruitment processes are delivered without prejudice.

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**To achieve this objective, we plan to:**

- We will ensure that all SUAT schools and the Trust Board are trained in line with statutory policy and practice.
- We will carry out internal checks to ensure that statutory policy is followed and upheld.
- We will survey stakeholders to ensure that statutory policy has been upheld.
- We will explore external validation that SUAT practice is exemplary.

**Progress we are making towards this objective:**

- Accessing Safer Recruitment Training to ensure those involved are up to date and recruitment is compliant
- Accessing training opportunities from SUAT, the National College and other providers as required

## 9. Monitoring arrangements

The Local Academy council will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by Local Academy Council at least every 4 years.

This document will be approved by the Local Academy Council.

## 10. Links with other policies

This document links to the following policies:

Accessibility plan

Risk Assessment

Safeguarding

Child on Child Abuse

Anti-Bullying

Collective Worship