

# EQUALITY INFORMATION & OBJECTIVES

<b>Review date</b>	<b>Reviewer</b>	<b>Adopted</b>	<b>Implementation</b>
September 2018	J Barker	28 September 2018	1 October 2018
September 2020	J Barker	September 2020	1 September 2020
September 2022	J Barker		

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Issue No:	2	Quality Document Type:	Policy
Date:	01/09/20	Ref:	TRUST/GOVERNANACE/EQUALITY
		Originator of this document is:	J Barker

## REVISION HISTORY

Issue No	Date	Description
2	September 2020	Updating staff members and governors with responsibility for Equalities.

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## 1. Aims

The North East Learning Trust aims to meet its equality obligations 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
- The North East Learning Trust's Funding Agreement and Articles of Association

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Links with other policies

This document links to the following policies and procedures:

- Trust Teaching and Learning Policy
- Academy Accessibility Policy and Plan
- Academy Risk assessments

## 4. Roles and responsibilities

The Trust will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents/carers, and that they are reviewed and updated at least every two years
- Delegate responsibility for monitoring the achievement of the objectives daily to the Headteacher/Head of School in each Academy.

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The Local Academy Council will:

- Ensure they're familiar with all relevant legislation and the contents of this document
- Complete appropriate equality and diversity training using the Edu Care online training package
- Appoint a Link Governor for Equality (Appendix 1) who will meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues and how these are being addressed.

The Headteacher/Head of School will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to the Local Academy Council
- Appoint a designated member of staff (Appendix 2) to support the Headteacher/Head of School in promoting knowledge and understanding of the equality objectives amongst staff and pupils

The designated member of staff for equality will:

- Meet with the equality link governor every term to raise and discuss any issues
- Support the Headteacher/Head of School in identifying any staff training needs, and deliver training as necessary

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

## 5. 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.

Trustees, 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 will be recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every 2 years using the EduCare online training package.

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## 6. 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 characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the needs of people who have a characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

In fulfilling this aspect of the duty, the Trust and individual Academies 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 protected characteristics, identifying any issues which could affect our own pupils

## 7. 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
- Working with 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

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- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within Academies. All pupils are encouraged to participate in the Academy’s activities, such as sports clubs. We will also work with parents to promote knowledge and understanding of different cultures

## 8. Equality considerations in decision-making

The Trust and its Academies have due regard to equality considerations whenever significant decisions are made.

The Trust and its Academies always consider the impact of significant decisions on groups. For example, when a school trip or activity is being planned, the Academy will consider whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Each Academy will keep a written record (known as an Equality Impact Assessment) to show they have actively considered our equality duties and asked ourselves 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.

## 9. Equality objectives

The Trust have agreed the following equality objectives:

- To ensure that all Trustees, Governors and staff are aware of current legislation surrounding equality and diversity and understand the responsibilities of the Trust.
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.
- To promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Continue to improve accessibility across the academy sites for students, staff and visitors with disabilities, including access to specialist teaching areas.
- Monitor the incidence of the use of homophobic, sexist and racist language by students in our academies.
- To continuously review and revise the KS1-5 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

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## 10. Monitoring arrangements

The Trust and Local Academy Council's will receive regular updates on progress towards meeting equality objectives.

The Trustees and Local Academy Council's will receive an annual report in relation to the monitoring and impact of the equality objectives.

The Trust will update the equality information we publish, at least every year.

This document will be reviewed and approved by the Trustees at least every two years.

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## Appendix 1

### Link Governor for Equality

<b>Academy</b>	<b>Designated Governor</b>
Ashington	Miss J Garside
Bedlington	Miss L Roberts
Browney	Mr D Murray
Diamond Hall	Mr M Haggarty
Easington	Ms J Owen
Hermitage	Mrs M Farrow
Sacriston	Mrs K Bennett
Teesdale School and Sixth Form	Mrs F Gregory
The Academy at Shotton Hall	Mrs A Moon

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## Appendix 2

### Designated Member of Staff for Equality

<b>Academy</b>	<b>Designated Staff Member</b>
Ashington	Ms S Bell
Bedlington	Miss D Hudson
Browney	Ms C Middlemas
Diamond Hall	Ms S Wilson
Easington	Mrs L O'Carroll
Hermitage	Ms L Howe
Sacrison	Mrs A Cossey
Teesdale School and Sixth Form	Mr A French
The Academy at Shotton Hall	Ms L McManus

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