



Royal Wootton Bassett Academy Trust Equality Information and Objectives

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RWBAT Responsibility: MAT LT

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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/CEO.

The Equality Link Trustee will:

- Meet with the designated member of staff for equality every [frequency], and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full Trust board regarding any issues

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors.
- Complete Equality and Diversity training.

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

Each school 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 Trustees 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, via Educare.

The school has a designated member of staff for monitoring equality issues, and an equality link **Trustee**. They regularly liaise regarding any issues and make senior leaders and trustees 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 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 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

The school 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 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 pupils within the school. For example, our school council has 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. 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 school ensures it has due regard to equality considerations whenever significant decisions are made.

The school 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

The school keeps a written record (known as an Equality Impact Assessment, SEE Appendix 1) to show we 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.

8. Equality objectives

Objective 1: All staff to undertake equality training within the Trust by September 2021.

Objective 2: To monitor and analyse pupil attainment data and respond to variances between groups/trends over time.

Objective 3: To further develop student and staff resilience by developing mental health first aiders throughout all sites for pupils and staff.

Objective 4: Train all members of staff and local governing board, involved in recruitment and selection on equal opportunity and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Objective 5: Promote equality, diversity and inclusion across the staff body. This will be achieved by promoting flexible working, transparency in gender pay gap and training staff to eliminate unconscious bias in recruitment.

9. Monitoring arrangements

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

This document will be reviewed by the Trust at least every 4 years.

This document will be approved by the Trust Board and Standards Committee.

10 Links with other Policies

This document links to the following policies

- Accessibility Plan
- Risk Assessment

Appendix A Equality Impact Assessment Template

The EIA will enable managers to address three fundamental questions in undertaking any changes to services, reorganisation or making financial decisions:

1. Is there any direct discrimination?
2. Is there any potential for indirect discrimination?
3. What are the potential adverse impacts and how will they be mitigated?

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|---|--|
| Title of proposal | |
| Area | |
| Name and titles of Lead completing this EIA | |
| Contact Details | |
| Date EIA completed | |
| Date EIA signed off or agreed by CEO | |

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| 1. The purpose of the proposal or decision required |
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| 2. EVIDENCE USED/CONSIDERED |
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| 3. CONSULTATION |
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| 4. ASSESS LIKELY IMPACT |
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| 5. WHAT ACTIONS CAN BE TAKEN TO MITIGATE ANY ADVERSE IMPACTS? |
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| 6. ACTIONS TO BE TAKEN |
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| 7. MONITORING ARRANGEMENTS |
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| 8. ACTION PLANNING |
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| 9. PUBLISH THE EIA |
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