

Equality

Information and

Version and Date	Action/Notes	Date Written	Date to be Reviewed
3.0	13.07.2021 Approved by Board of Trustees	Updated July 2021	4 Years – July 2025
4.0	12.07.2022 Approved by Board of Trustees	Updated July 2022	4 Years – July 2026

The Connect Education Trust equality information which is published is agreed and reviewed every four years by the Trust Board and each school's equality objectives monitored by the relevant Local Governing Body. The Trust carefully considers all policies with respect to the impact on equality and the possible implications for pupils and staff with protected characteristics.

Aims

The Connect Education 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

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 based on Department for Education (DfE) guidance 'The Equality Act 2010' and schools and complies with the ELT Partnership funding agreement and Articles of Association.

Roles and Responsibilities

The Trust Board will:

- Ensure that the equality information as set out in this statement and the equality objectives set by each school are published and communicated to staff, pupils, parents and the community 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 Chief Executive Officer for the Trust and the Headteacher of each school

The Chief Executive Officer and Headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Ensure that all recruitment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities
- Promote the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life
- Treat all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness
- Report back to the Local Governing Body or Trust Board regarding any issues
- Ensure they are familiar with all relevant legislation and the contents of this document

- Attend appropriate equality and diversity training and identify any staff training needs and deliver training as necessary
- Ensure that the Trust and school budget supports this policy
- Ensure all school staff have regard to this document and to work to achieve the objectives

All Staff will:

- Ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Plan
- All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images
- Challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the Headteacher
- Teachers support the work of support staff and encourage them to intervene in a positive way against any discriminatory incidents.

Eliminating Discrimination

The Trust and its schools are aware of their 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.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

All stakeholders should be aware of both direct and indirect discrimination and understand the differences. Direct discrimination occurs when one person treats another less favourably because of a protected characteristic. Indirect discrimination occurs when a 'provision, criterion or practice' is applied generally but has the effect of putting people with a protected characteristic at a disadvantage.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to Class Teacher/ Headteacher where necessary. All incidents are reported to the Headteacher and racist incidents are reported to the Local Education Committee on a termly basis.

Equality Objectives

As set out in the DfE guidance on the Equality Act, each school will set its own appropriate objectives to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

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
- Gather further data about any issues associated with particular protected characteristics, identifying any issues which could affect its pupils

These objectives will be made available on each school's website.

Monitoring Arrangements

The Connect Education Trust will ensure that the equality information published on its websites and updated regularly. This policy will be reviewed every four years by the Board of Trustees.