



*William Brookes Academy Trust*

# Equality Information & Objectives Policy

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October 2016



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***William Brookes Academy Trust***  
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This policy is due for review in 4 years

## **1. Legislation**

- 1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:
- Eliminate discrimination;
  - Advance equality of opportunity; and
  - Foster good relations.

- 1.2 William Brookes Academy Trust fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

- 1.3 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as an Academy. This will include the following functions:
  - Admissions;
  - Attendance;
  - Attainment;
  - Exclusions; and
  - Prejudice related incidents.

- 1.4 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion (see Community Cohesion Policy).

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## **2. The Policy**

William Brookes Academy Trust's Equality Information and Objectives Policy draws together all previous equality legislation and details how the Academy is fulfilling the requirements of the Act.

## **3. Our Ethos**

This is a place where:

- learning is enjoyable;
- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community; and
- encourage everyone to make healthy life choices.

## **4. Addressing Prejudice Related Incidents**

- 4.1 William Brookes Academy Trust is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to Shropshire Council Local Authority using their guidance material. The Local Authority may provide some support.

## 5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are the Academy's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none"><li>• All pupils are assessed, monitored and tracked through SIMS, Classcharts and 4Matrix.</li><li>• Under-achievement is identified and appropriate intervention is applied.</li><li>• Pupils are able to participate in a full range of extra-curricular opportunities.</li></ul>
Behaviour and Safety	<ul style="list-style-type: none"><li>• Pupils respect one another.</li><li>• Pupils feel safe and valued.</li><li>• Pupils, staff and parents know that misconduct and gross misconduct will be challenged.</li></ul>
Teaching	<ul style="list-style-type: none"><li>• All pupils experience 100% 'good or better' lessons.</li></ul>
Leadership and Management	<ul style="list-style-type: none"><li>• The staff and governing body reflects the diversity of the Academy community.</li><li>• No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.</li><li>• A nominated member of the SLT is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</li></ul>

5.2 William Brookes Academy Trust will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- increasing the extent to which disabled pupils can participate in the curriculum;
- improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- improving the availability of accessible information to disabled pupils.

5.3 William Brookes Academy Trust's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

## 6. Responsibility

6.1 We believe that promoting equality is the whole Academy's responsibility.

6.2 How does the Academy eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

The Academy does this by measures that include:

- for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- PSCHE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- employing specialist staff to support pupils with special needs or disabilities, and implementing the Academy's disability access plan;
- monitoring of welfare, with intervention and support where required;
- taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
William Brookes Academy Trust Governing Body	<ul style="list-style-type: none"> <li>• Involving and engaging the whole Academy community in identifying and understanding equality barriers and in the setting of objectives to address these.</li> </ul>
Headteacher	<ul style="list-style-type: none"> <li>• As above including:</li> <li>• Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the Academy in carrying out its day to day duties.</li> <li>• Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> </ul>
Senior Leadership Team	<ul style="list-style-type: none"> <li>• To support the Headteacher as above.</li> <li>• Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> </ul>
Teaching Staff	<ul style="list-style-type: none"> <li>• Help in delivering the right outcomes for pupils.</li> <li>• Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</li> <li>• Design and deliver an inclusive curriculum</li> <li>• Ensure that you are aware of your responsibility to record and report prejudice related incidents.</li> </ul>

School Community	Responsibility
Support Staff	<ul style="list-style-type: none"> <li>• Support the Academy and the governing body in delivering a fair and equitable service to all stakeholders.</li> <li>• Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.</li> <li>• Support colleagues within the Academy community.</li> <li>• Ensure that you are aware of your responsibility to record and report prejudice related incidents.</li> </ul>
Parents	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the Academy's community and in informing the governing body of actions that can be taken to eradicate these.</li> <li>• Take an active role in supporting and challenging the school to achieve the commitment given to the Academy's community in tackling inequality and achieving equality of opportunity for all.</li> </ul>
Pupils	<ul style="list-style-type: none"> <li>• Supporting the Academy to achieve the commitment made to tackling inequality.</li> <li>• Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.</li> </ul>
Local Community Members	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the Academy community and in informing the Academy of actions that can be taken to eradicate these</li> <li>• Take an active role in supporting and challenging the Academy to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</li> </ul>

## 7. William Brookes Academy Trust's equality objectives

7.1 While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the Academy has established the following objectives:

Short term targets include:

- To continue to monitor changes to the curriculum to ensure they result in good outcomes for students in all vulnerable groups, to review the curriculum in light of new performance measures.
- More appropriate qualification to be offered in English for students in all vulnerable groups
- To implement effective strategies to support students in all vulnerable groups following linear exam courses
- To continue to improve the quality of support for students in all vulnerable groups in the classroom
- To engage in programmes to challenge stereotypical career options like engineering through appropriate provision inside and out of the curriculum

Medium term targets include:

- To continue to explore the use of new technologies to support students in all vulnerable groups in accessing their learning. Special investigation surrounding the use of technology in MFL, internal exams and golden group work

Long term targets include:

- To develop an appropriate 11-18 curriculum for all students in all vulnerable groups at the school in light of the school becoming an academy, changes to the National Curriculum, changes to examinations at KS3, 4 and 5, changes in funding, and changes to the SEN Code of Practice.
- In addition, the school will continue to implement the new SEN Code of Practice and will undertake an impact assessment on the benefits of these changes for students with early care and health plans.