

The Mercian Trust

Equality Information and Objectives Policy

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| Policy Owner | The Mercian Trust |
| Date Ratified by Trust Board | October 2019 |
| Date to be Reviewed: | This policy is currently under review as part of the Trust merger process with Q3 academies. The policy details contained within the document have previously been ratified by the board and remain in place whilst the merger review is being undertaken. |
| Date Adopted | 1st November 2019 |

Mission Statement/ Values/ School Ethos

The Trust is a group of School based in the West Midlands area. We believe that it is our responsibility to work to meet the needs of every individual student, challenging them to achieve their best, supporting them to become responsible young adults and preparing them for their next steps into the world of work or further education.

Statement of Purpose

“Equality is not regarding different things similarly; equality is regarding different things differently.” Tom Robbins

The Trust aim is to embed equality into every aspect of everything we do.

1. Legal Framework:

The Equality Act 2010 which came into force on April 5th 2011. This policy has been designed to ensure that our schools fulfil their legal and moral obligations and meets the requirements and expectations of the act.

2. Contextual Information:

The Trust believes that all members of our school communities (students, staff, governors, parents, and the local community) should have equality of opportunity.

3. Aims

Our aims are to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic* and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.
4. To take swift action in the instance that an element of the policy is compromised.

*(protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)

4. Objectives:

1. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
2. To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.

As a Trust we are committed to ensure that equality of opportunity is at the very heart of everything we do to ensure we provide fair and non-prejudicial access to the school community as a whole. Staff, governors and students are united in ensuring the rich and diverse society we live in is celebrated within our Trust. We uphold everyone's freedom of choice and rights to be different. Our core values are to ensure that everyone succeeds whether that is academically or socially.

We offer a broad and balanced curriculum, ensuring it is up to date and relevant to our students. All students have access to the whole of our curriculum and all aspects of extra-curricular activity. We endeavour to provide the appropriate amount of support to aid the individual needs of the students in every aspect of their school life.

The Trust provides training opportunities for students, staff and stakeholders to raise awareness of the collective rights and responsibilities everyone has for meeting the needs of this policy and ensure we comply in relation to the Equality Act 2010.

5. Roles and responsibilities:

- The governing body is responsible for ensuring that the Trust complies with legislation, and that this policy and its related procedures are implemented.
- A member of the governing body has a watching brief regarding the implementation of this policy.
- The CEO is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
- All staff are expected to:
 - promote an inclusive and collaborative ethos in their classroom and amongst colleagues
 - deal with any prejudice-related incidents that may occur and refer as appropriate
 - plan and deliver a curriculum and lessons that reflect the ethos and core values of the school
 - keep up to date with equalities legislation relevant to their work

6. Monitoring and Evaluating the Effectiveness of the Policy

All of our employees and individual representing the Trust have the responsibility of upholding the values described throughout this policy. The policy will be reviewed annually and presented to the governing body for approval. As part of the monitoring and evaluation process the central team and head teachers will review data and evidence provided relating to:

- Any personal indicating characteristics which may include race, age, disability, religion or sexual orientation (when this data is available and disclosed).

- Attainment/progress data.
- Access to the curriculum.
- Exclusions.
- Exclusions from areas of the curriculum, including trips and extra-curricular activities.
- Sanctions and rewards.
- Staff recruitment, retention and career development.
- Analysis of any racist and homophobic incidents.
- Ofsted reports on educational provision and standards.
- Consultation with parents, students, governors and external agencies.
- Funding.
- Staff and student surveys.

This will support our planning and help identify priorities for the future to ensure our commitment to equality of opportunities. The Trust is aware that equality of opportunity is a constant changing and evolving entity and we strive to keep up to date with current practice and share information freely and openly.

7. Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to these matters within the context that The Trust is a non-denominational and multi-faith trust.

8. Breaches of this policy and complaints

Any breaches to this policy will be dealt with through the complaints procedure.