



## Diocese of Chichester Academy Trust

Revision No.	Date Issued	Prepared By	Approved	Comments
1	March 2018	NM	Yes	
2	April 2021	NM	Yes	
3	Jan 2022	JB		

<b>Academy</b>	<b>March CE Primary</b>
<b>LGB ratified date</b>	<b>January 2022</b>
<b>Review Date</b>	<b>December 2024</b>

<i>Type of Policy</i>	<i>Tick</i>
DCAT Statutory Policy	✓
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	
Local Authority Policy	



## 1. Aims

Our 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

## 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/academies 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 governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the academy, including to staff, pupils and parents/carers/carers, 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

The equality link governor is Josie Bannister who will:

- 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 governing board regarding any issues Annually
- Work with the Head to create an Equality Working Group to review collated data and ensure relevant involvement and participation towards equality within school teaching and the wider community.



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
- Designate a member of staff to support the Headteacher, meet at given times with the Link Governor as part of an equality working group and help to identify training needs and deliver further equality training as necessary

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

#### **4. Eliminating discrimination**

- The academy 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 governors are 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, and all staff receive refresher training every September
- That all staff are aware of direct and indirect discrimination alongside reasonable adjustment duty whereby those persons are at a disadvantage.

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the academy 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). Those with Reasonable Adjustment Duty.
- 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 academy societies)
- Foster good relations and advance quality of opportunity.

In fulfilling this aspect of the duty, the academy will:

- Analyse data to determine strengths and areas for improvement and implement actions in response. To publish this data each academic year to show how pupils in each characteristic are performing.



- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish data in line with the General Equality Act

## **6. Fostering good relations**

The academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Ensuring an inclusive environment and understanding that difference is positive
- 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 academy trips and activities based around the local community. Including understanding current and traditional lifestyles with corresponding resources.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the academy. For example, our academy 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 academy's activities, such as sports clubs.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach
- Support staff with protected characteristics

## **7. Equality considerations in decision-making**

The academy ensures it has due regard to equality considerations whenever significant decisions are made.

The academy always considers the impact of significant decisions on particular groups. For example, when an academy trip or activity is being planned, the academy considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The academy keeps a written record (known as an Equality Impact Assessment) 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 academy 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:**

*Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and ensure that any disadvantages they experience are addressed.*

**Why we have chosen this objective:** To support staff in school and to understand/remove any challenges that may hold persons back.

**To achieve this objective, we plan to:** Review as needed in light of the job role.

**Progress we are making towards this objective:** Clearer procedures and clarity, specific adjustments for staff with disabilities. Throughout the year and during individual staff meetings, staff are made aware of support mechanisms in place.

### **January 2022 update**

Although Covid has impacted on this continuing year, any staff with disabilities or medical needs have been supported and reasonable adjustments made to their roles.

### **Objective 2:**

*Train all members of staff and governors involved in recruitment and selection on equal opportunities 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.*

**Why we have chosen this objective:** Ensure equality

**To achieve this objective, we plan to:** conduct refresher training for named staff if Needed.

**On review of SEN attainment and progress data we have included a further objective for April 2021- April 2022**

### **Objective 3:**

*To improve the attainment of SEN pupils against National EOY standards 2021/2022*

**Why we have chosen this:** Advance equality of opportunity for all learners

**To achieve this opportunity we will :** plan to collate and analyse data relating to the target group, use timely interventions, baselining these prior to the start .



**With the introduction of new PSHE and RSE National curriculum requirements we have included a further Objective**

**Objective 4:**

*To promote a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs*

**Why we have chosen this:** To Address image, individuality, uniqueness and difference

**To achieve this, we will:** Monitor the Teaching of PSHE across the school, Monitor welfare concerns relating to self-image, All staff will be trained via the Valuing all Gods Children's course by the Diocese.

Additionally

- Adhere to Equality checklist
- Consider Reasonable Adjustment Duty
- Consider effects for current global crisis such as Covid and movement of Asylum seekers.
- Use and communicate Equality working group findings and data analysis

**9. Monitoring arrangements**

The governing board will update the equality information at least every year. This document will be reviewed by governing board at least every 4 years.

**10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Equality checklist?