Equality information and objectives

Nova Education Trust

[Insert school name]

Based on the model developed by:

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Approved by:	[Name]	**Date:** [Date]
Last reviewed on:	[Date]	
Next review due by:	[Date]	

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Action and then delete this text contents of this box:

1. **Please adapt the parts highlighted in yellow for your school context before sending to your LGB for approval in the Autumn Term 2021-22. Please contact Alys Finch (afinch@novaeducationtrust.net) if any support is required to do this.**
2. Refresh the contents list so that the page numbers are correct. (Right-click anywhere on the contents list, click on 'Update field', then select 'Update entire table' and 'OK')

This policy sets out our approach to equality and the equality objectives for Nova Education Trust.

Section 8 also sets out the equality objectives for [name of school].

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

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- 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 the Department for Education (DfE) advice for schools on the Equality Act, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the public sector equality duty.

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 The Board of Trustees

The Board of Trustees will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the Trust, including to Local Governing Bodies, staff, pupils and parents, and that they are reviewed and updated at least once every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher and Local Governing Body for each school.

3.2 The Local Governing Bodies

For their schools, the Local Governing Bodies will:

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

3.3 The Head Teacher

The Head Teacher will, for their school:

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

Where the Head Teacher is the designated member of staff for equality, they will also:

- Report to the Local Governing Body every term to raise and discuss any issues
- Identify any staff training needs, and deliver training as necessary

3.4 The designated member of staff for equality

The designated member of staff for equality will, for their school:

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- Support the Head Teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Report to the Local Governing Body every term to raise and discuss any issues
- Support the Head Teacher in identifying any staff training needs, and deliver training as necessary

3.5 All staff across the Trust

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

4. Eliminating discrimination

The Trust 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.

Trustees, local governors and all staff 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

Each school has a designated member of staff for monitoring equality issues who regularly liaises with the Local Governing Body regarding any issues and make senior leaders and local governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by 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)

5.1 Publishing information about pupils

In fulfilling this aspect of the duty, the Trust will, for every school:

- Publish attainment data for each school 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 pupils

Relevant information about each school will be published on their individual websites.

5.2 Publishing information about staff

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a Trust, we will publish information to show:

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- The make-up of our workforce, with breakdowns of staff with different protected characteristics
- Gender pay-gap reporting and other pay equality issues
- Recruitment and retention rates for staff with different protected characteristics
- Applications for flexible working and their outcomes for staff with different protected characteristics
- Applications for learning and development opportunities and their outcomes for staff with different protected characteristics
- Grievances and disciplinary issues for staff with different protected characteristics
- Policies and programmes in place to address equality concerns from staff
- Information from staff surveys

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

6. Fostering good relations

The Trust 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 the 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
- Making sure pupils work with their local community. This includes each school 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 each school. For example, school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents to promote knowledge and understanding of different cultures
- Schools and wider Trust develop links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach

7. Equality considerations in decision-making

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

In all of our schools, we will always consider the impact of significant decisions on particular groups.

8. Equality objectives

Objective 1: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the staffing and pay sub-committee of the Board of Trustees (by December 2021)/LGB (July 2022).*

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Why we have chosen this objective: We have identified a need to review our baseline data to inform priority-setting and strategic foci. This is also linked to our focus on stakeholder voice and a need to create more robust data from which to analyse progress, areas for improvement, target interventions and make proactive system changes.

To achieve this objective, we plan to: develop communications re. the gathering of this data using high quality models and expert advice. We will then canvas all staff to provide opportunities for their data to be part of this reporting and, subsequently, shape and evaluate our strategy going forwards.

Progress we are making towards this objective:

December 2021

March 2022

July 2022

Objective 2: *Have in place a reasonable adjustment agreement for all staff with disabilities by July 2022, to meet their needs better and ensure that any disadvantages they experience are addressed.*

Why we have chosen this objective: this will be an opportunity to respond to the data from Objective 1 and further embed our Trust culture at all levels.

To achieve this objective, we plan to: use responses to HR to both encourage staff with disabilities to share these with us and for us to implement, monitor and review our reasonable adjustment agreements. Where training is needed for this to be achieved, this will be brokered, implemented and reviewed.

Progress we are making towards this objective:

December 2021

March 2022

July 2022

Objective 3: *Develop, implement and share a Menopause Policy and related practices across the Trust.*

Why we have chosen this objective: analysis of Gender Pay Gap report data demonstrates that a significant proportion of our staff are currently or will be experiencing perimenopause and menopause over the next few years. Initial, informal scoping has indicated that this would be a welcome development to enable staff to feel supported, confident and valued during this stage of their lives. It is also intended to support our wider development of work linked with this report.

To achieve this objective, we plan to: use best practice models to develop a model policy; develop an informal network run by staff for staff; provide relevant training for staff; to review our offers of support for staff from external partners to provide opportunities for staff to support each other and themselves.

Progress we are making towards this objective:

December 2021

March 2022

July 2022

Objective 4: *Provide a virtual training module on equal opportunities and non-discrimination for all staff and governors by the beginning of the next academic year, including an additional set of training for staff and governors involved in recruitment and selection. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: to ensure that recruitment is inclusive and informed by best practice and to mirror our approach to safer recruitment; to

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To achieve this objective, we plan to: support all senior school and Trust leaders to complete the AIM Level 2 EDI qualification by the end of the academic year; implement a requirement for all interview panels to include at least one person who holds the Level 2 EDI qualification; enable all staff and governors in the Trust and its schools to complete an online module on equal opportunities and non-discrimination via the National College platform; minutes; develop induction so that new staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every Autumn Term, delivered primarily through the National College online CPD platform).

Progress we are making towards this objective:

December 2021

March 2022

July 2022

Objective 5: *Develop our use of Equality Impact Assessments as part of risk assessments when planning school trips and activities for all schools to have these as part of these processes by May 2022.*

Why we have chosen this objective: to improve the ways in which we explicitly consider equality in our decision-making and to provide an opportunity to evaluate our practices in this area.

To achieve this objective, we plan to: develop an Equality Impact Assessment document to show and record how we have actively considered our equality duties and asked ourselves relevant questions; provide relevant training for staff to effectively use this tool; adapt current processes to include the Equality Impact Assessment; by the end of the year, ensure that records are completed by the member of staff organising the activity and are stored electronically with the completed risk assessment.

Progress we are making towards this objective:

December 2021

March 2022

July 2022

9. Monitoring arrangements

The Board of Trustees and CEO will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the Board of Trustees and CEO at least every 4 years.

The equality objectives will be reviewed and published by the Board of Trustees and CEO at least once every 4 years.

This document will be approved by the Board of Trustees.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

List any other related policies that your school has here, if applicable.

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