



# Equalities Annual Statement

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Policy	<b>Equalities Annual Statement</b>
Date of review	<b>September 2023</b>
Date of next review	<b>September 2024</b>
Lead professional	<b>Chief Operating Officer</b>
Status	<b>Statutory</b>

### Introduction and background

The trust’s Equalities Policy sets out how the organisation will comply with the legal duty set out in the Equalities Act 2010, including what policies, actions and monitoring will take place to evidence compliance.

This annual statement provides an update on progress thus far as a trust, including the provision of academy level information.

The trust’s Equalities Policy covers the following core areas of the trust:

### Employment:

- The trust is committed to ensuring that employees have equal access to recruitment and career opportunities, training, and professional development.
- The trust recognises that the Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that may be covered by the Act. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act which the trust, as their employer, would need to consider.
- All recruitment will be within the provisions of the Equalities Act 2010, and applications will be monitored to report on recruitment activity, in line with the Act.
- We will make every effort in creating equality of opportunity for employees, ensuring these are accessible and fair to all. Where necessary, we will implement reasonable adjustments or additional support to ensure equality of access to the working environment and opportunity to undertake the job role successfully.
- HR policies and procedures will be reviewed regularly to improve, adapt or amend current practices to promote equality of opportunities. All HR and employment policies will be applied consistently and fairly and refer to the provisions of the Equalities Act 2010.
- In addition, employees have access to a range of policies which aim to support and encourage flexibility and diversity in our workplaces.

- Employees who are in breach of this policy will be dealt with under the staff Disciplinary Policy.

## Student provisions:

- The academy will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.
- Protection under the Equality Act 2010 is extended to students who are pregnant, have recently given birth or are undergoing gender reassignment.
- All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment and child protection and safeguarding policies should consider the provisions and duties of the Equalities Act 2010.

## Contractors and service providers

- Across the trust we will ensure that all service providers that are contracted to provide services to students, staff or visitors will comply with Equalities legislation.
- Where services are deemed not to meet these standards in relation to equal opportunities and fairness, contracts may be terminated.
- Provision will be made within Service Level Agreements between the trust, or an individual academy, and service providers or contractors, that will ensure that services are made available, with due regard for fairness and equality.

## Equality Objectives

The following equality objectives have been reviewed and run for three years. The objectives are:

### In relation to Achievement:

- We are committed to improving the attainment of vulnerable groups of students, including students with Special Educational Needs, students with disabilities and those entitled to Free School Meals, so that the gap between their attainment and that of other students is narrowed.
- We will aim to raise aspirations among children and young people, their parents, and communities, and raise awareness of career and higher education opportunities, to challenge stereotypes.

### In relation to Teaching and Learning:

- We will ensure that our curriculum (including our programme of enrichment and extracurricular activities) actively is broad and balanced, provides opportunities for all students, and promotes understanding between different groups of people, cultures and societies.
- Our curriculum will include an element of PSHE education that tackles stereotypes and challenges students' perceptions.

## In relation to Behaviour and Safety:

- We will maintain a rigorous anti-bullying stance so that all students and staff, including those with protected characteristics, are protected from harassment and discrimination of all kinds.
- We will ensure the promotion of our Christian values and British values through our curriculum. This will support and develop our students into responsible citizens of the future.
- Our Behaviour for Learning Policies will outline how we will deal with students who use discriminatory homophobic or otherwise offensive language.

## In relation to Leadership and Management:

- We will demonstrate our commitment to equality and diversity through consistent application of our policies and procedures.
- We will ensure that our systems for recruiting, retaining and managing staff (and potential applicants) support all those in groups protected by the Equalities Act 2010.
- We undertake equality assessments of all new and existing policies and procedures.

## Progress to date

### In terms of progress, the trust has delivered, in relation to Employment, the following:

- Policies that are impact assessed against the Equalities Act 2010 in conjunction with trade unions.
- Reporting of statutory information to His Majesty's Government, such as the gender pay gap, on an annual basis.
- Annual reporting of equalities information by trust and academy to the trust Board and Local Governing Boards.
- Monitoring of protected characteristics complaints and grievances.
- Delivery of staff training in relation to safer recruitment and fair management of staff.
- Provision of staff wellbeing services open to all staff.
- Central Staff Record is up to date and proactively audited to ensure compliance, including the recording of equalities information.
- All recruitment is carried out in a fair and equitable way to ensure that all candidates have an equal opportunity.
- Annual staff survey and interim (six months later) pulse survey. Noting the survey covers areas of the equalities agenda, responses from staff are anonymous and trust/academy leaders do follow up sessions from the results and action plans to address areas of concern. Note the survey provides national benchmarking information and the trust is consistently well above these benchmark figures with an average score of 4+ (based upon a scale of 1 to 5 - where 1 is a low score and 5 is the highest score).

### In terms of progress, the trust has delivered, in relation to Students, the following:

- Each academy has a positive programme in relation to students having equal access to learning based upon a balanced curriculum that is quality assured by regular review from peers and the

trust Director of Quality and Standards. These programmes are designed to remove barriers of inequality and provide opportunities for each student to reach their highest potential.

- Local Governing Boards and the trust Board receive regular updates throughout the academic year on progress.
- All policies are subject to a review cycle and are updated with statutory changes, equality impacts and trust developments - where appropriate these policies are subject to wider consultations. All policies are subject to review by the Board of Directors.
- Attainment and achievement data is reported to Local Governing Boards each term, which includes equalities gaps and actions to reduce or remove these. The results for this academic year, thus far, have been excellent across the board.
- Annual student and parent surveys are completed by each academy to get a consistent feedback and assessment of academies benchmarked against national standards. Individual academies undertake specific surveys on topics. All the feedback is reviewed and acted upon where appropriate, and participation is actively sought from all students and parents.
- Complaints processes are also monitored for equalities compliance. In addition, the DfE, Ofsted and ESFA monitor the trust published policies and from time to time to seek evidence of compliance, which the trust and academies have provided successfully.

In terms of progress, the trust has delivered, in relation to Contractors and Service Providers the following:

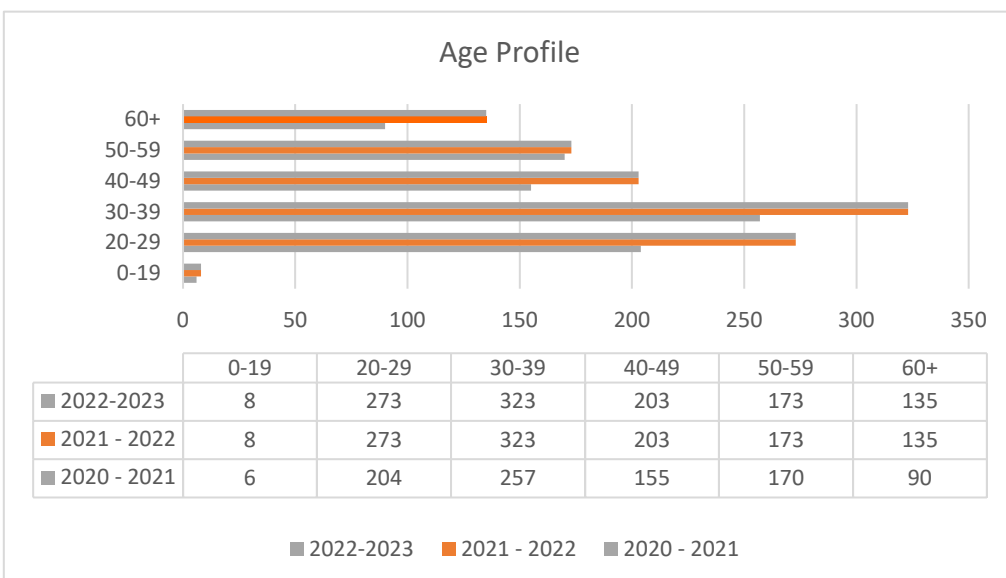
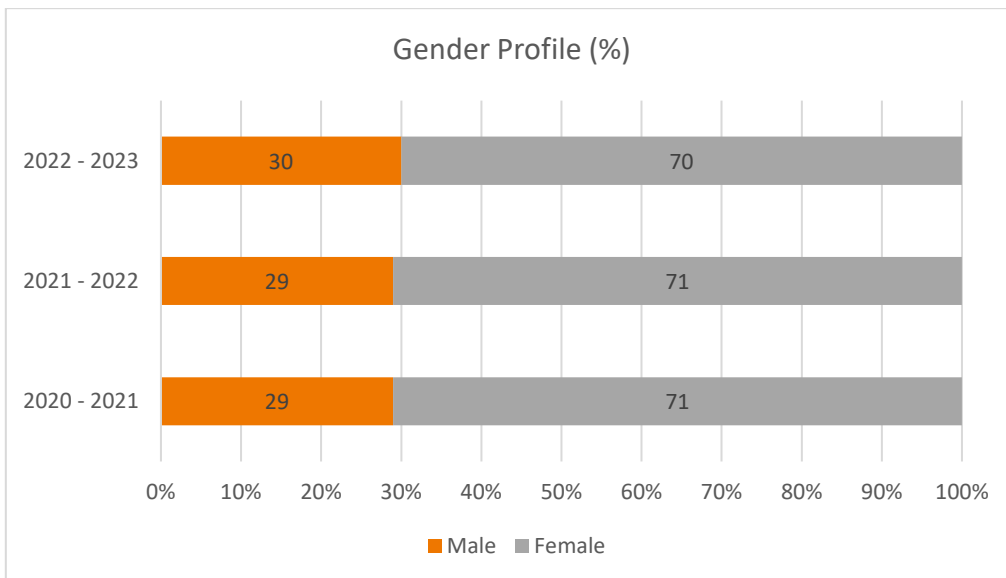
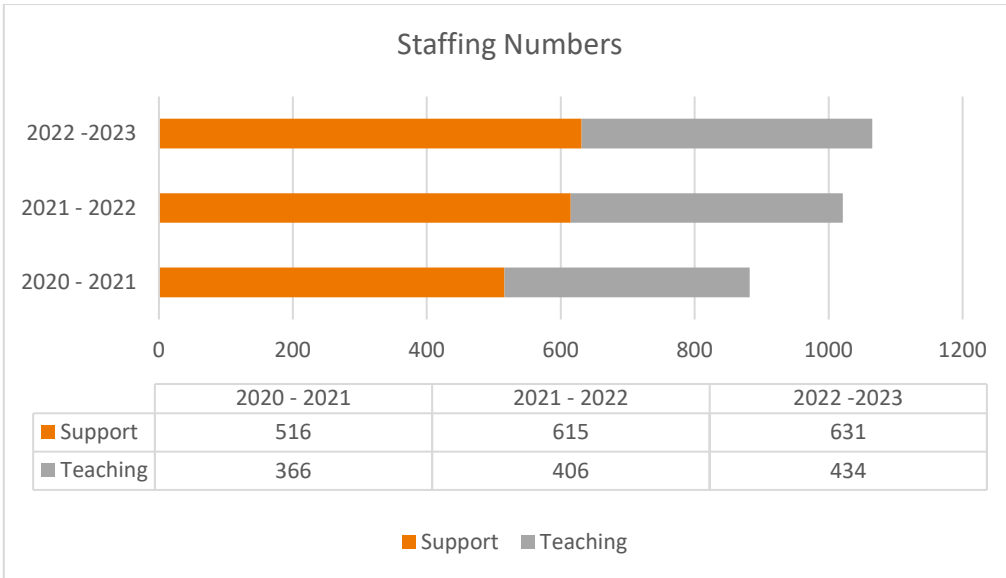
- All contracts are equality assessed and include terms and conditions of contract for compliance to the Equalities Act 2010.
- The trust has established a statement of modern slavery in 2022/23 and all contracts that are tendered have a statement of compliance in regard to this commitment.
- Contractors are made aware of their responsibilities prior to coming to site, which includes equality matters.
- Complaints about contractors are reported and appropriate action taken with their employers or, if a sole trader, the individual. These complaints are monitored.

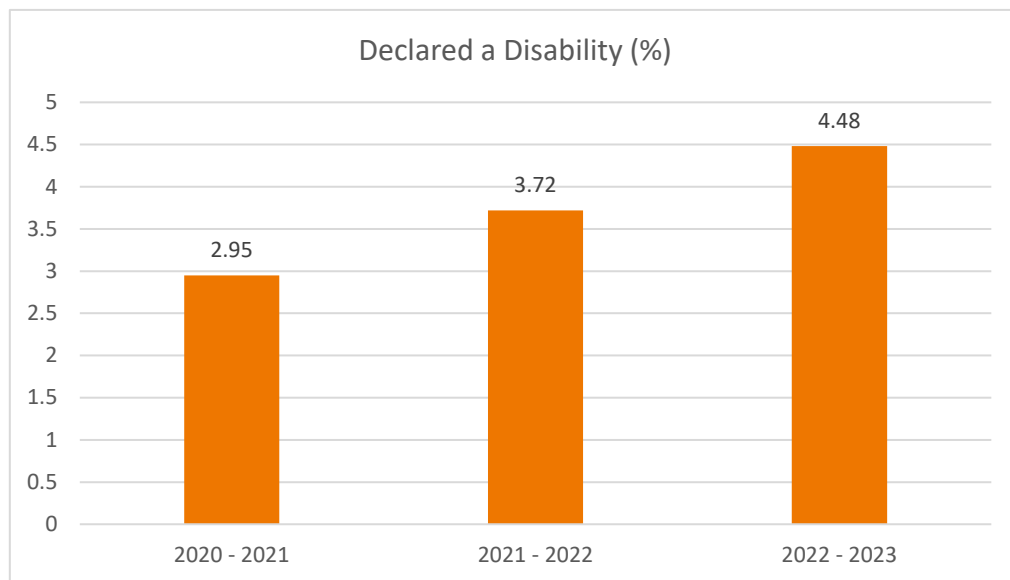
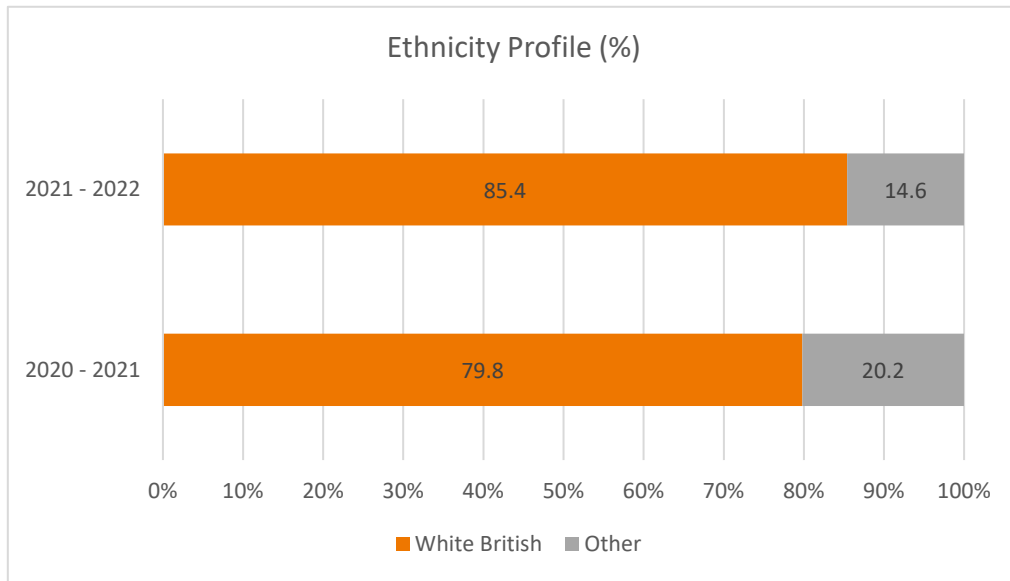
## Information for monitoring

The trust has identified and collected relevant information to monitor compliance to the Equalities Act 2010 and also against the policy objectives. Below are the annual returns from the academies in relation to the current position.

### Staffing:

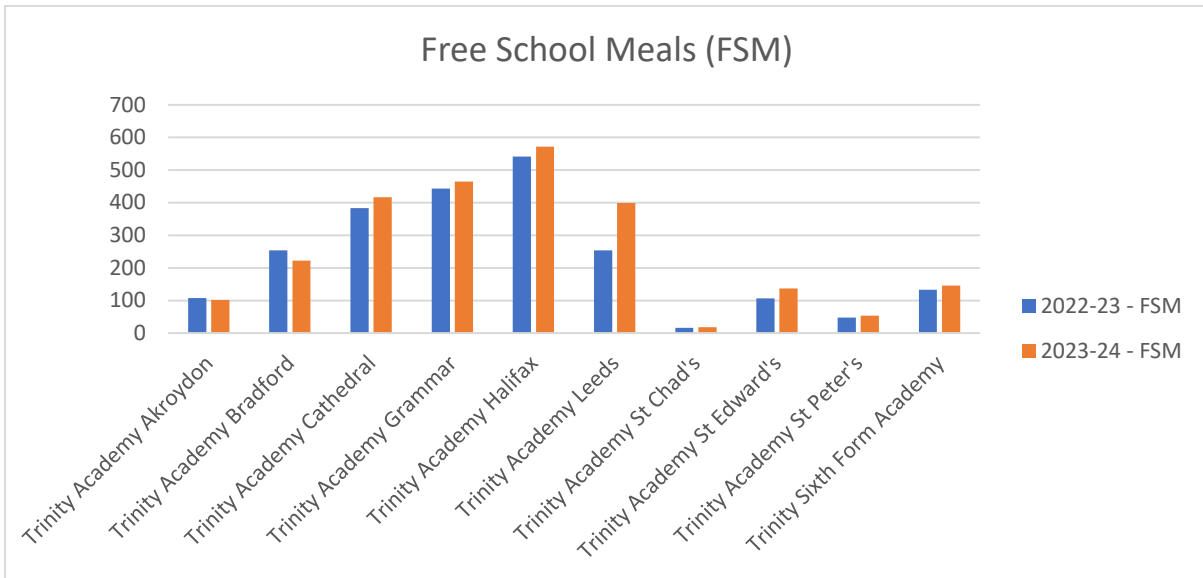
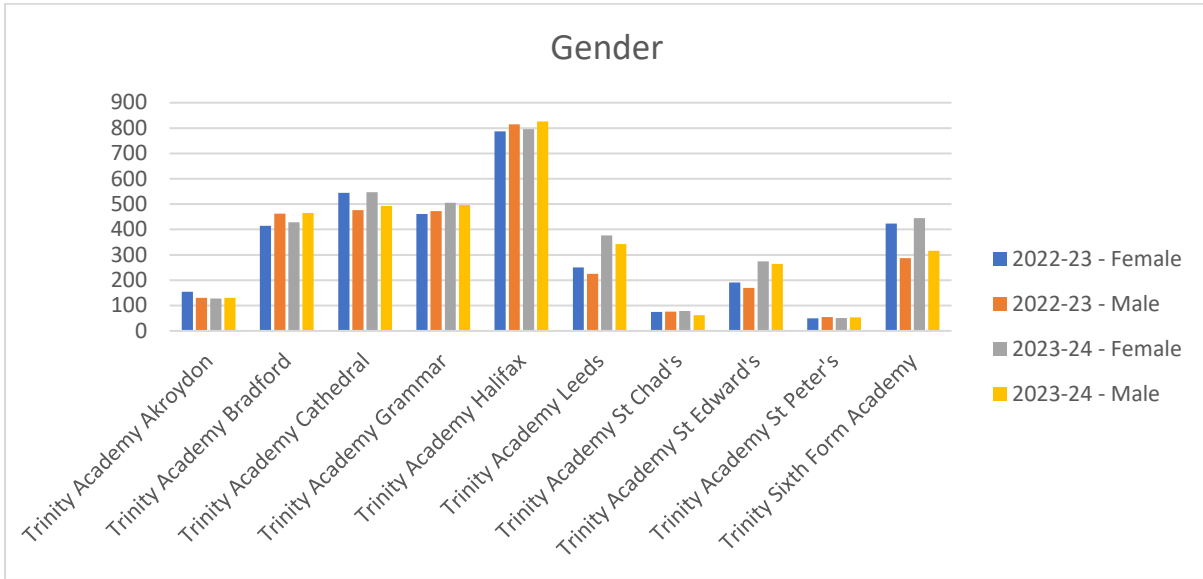
This is reported at trust level with last year as a comparison to show the shifts.



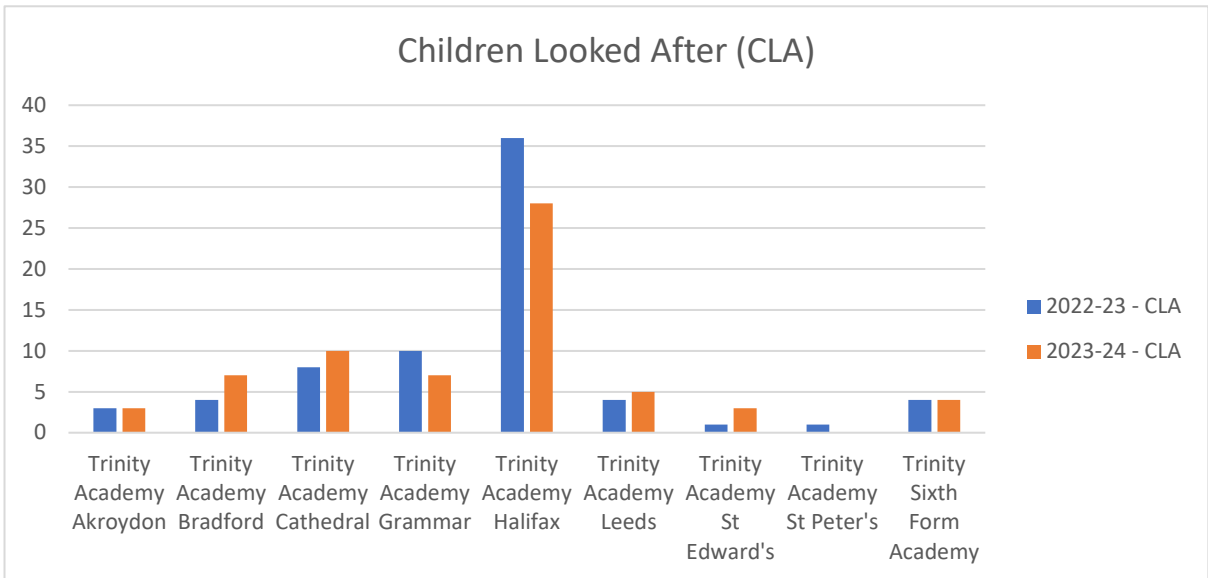
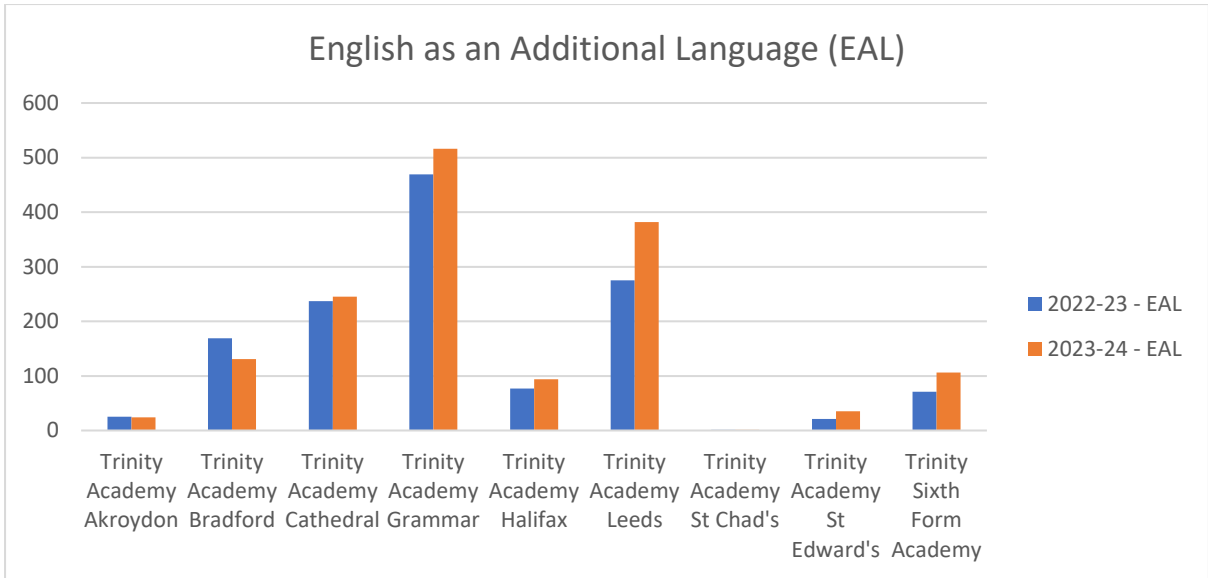


Students:

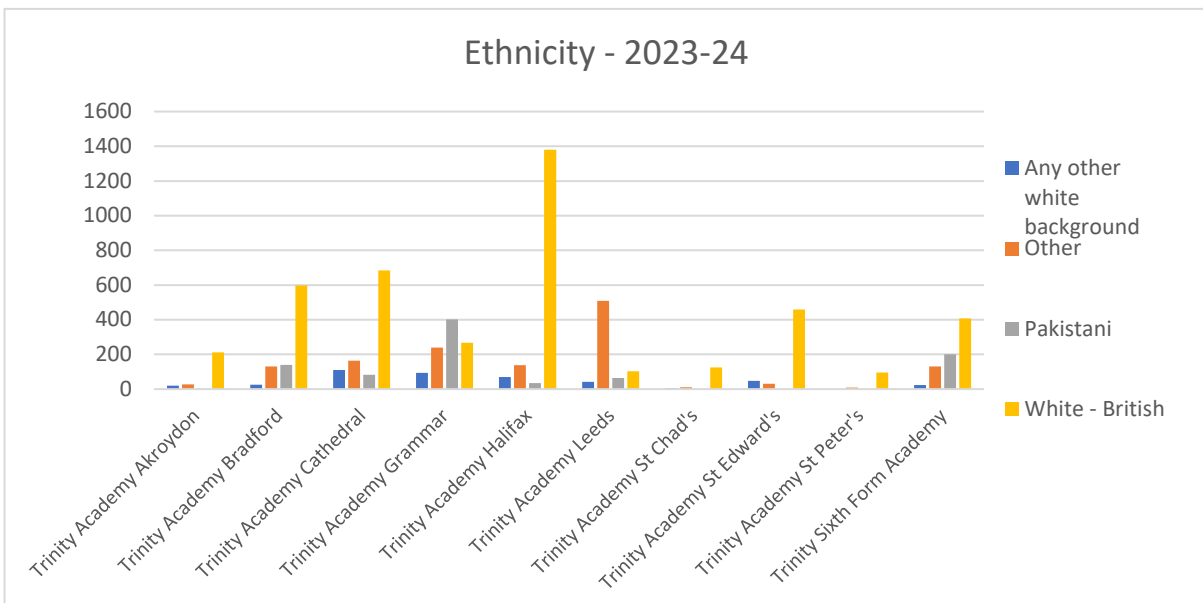
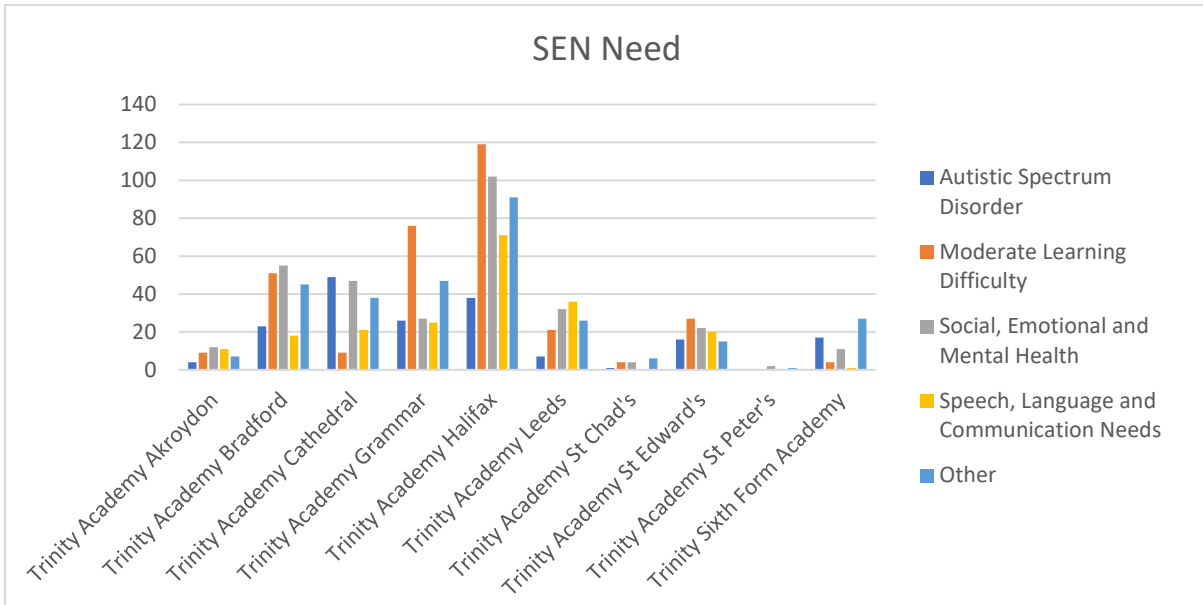
The data presented below includes previous years to enable year on year comparisons.

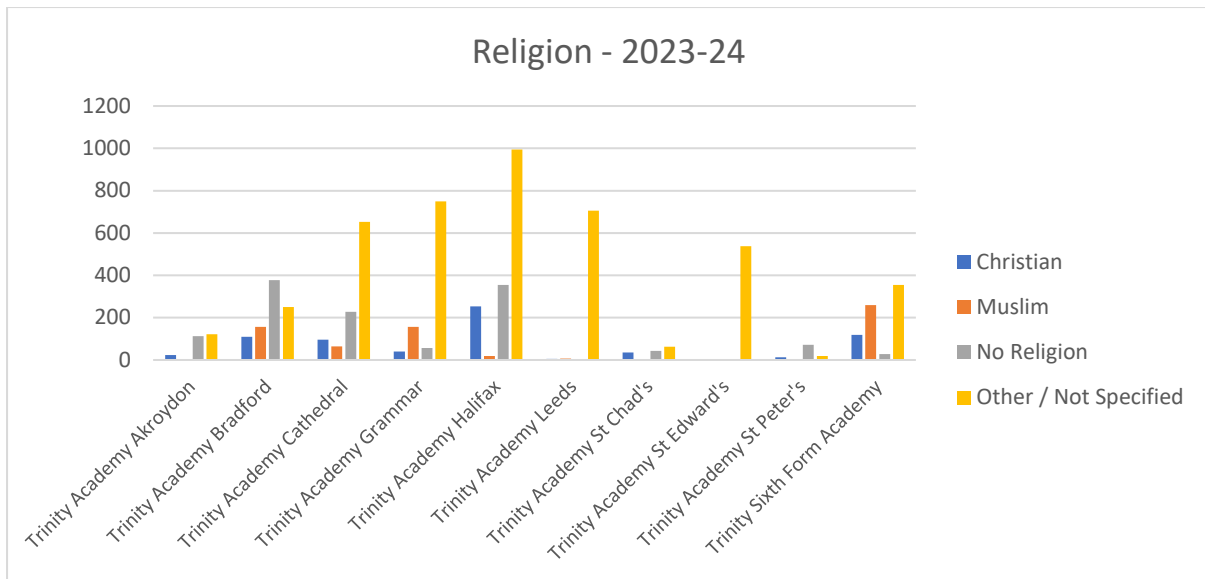






The following data relates to the current academic year only.





Note Religion is only those that have been recorded.