



Launceston College
A Multi Academy Trust

Equality Information and Objectives (public sector equality duty) Statement and Policy

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| Adopted on | October 2021 |
| Ratified by | Principals' Working Group |
| Status | Ratified |
| Review period | Every four years |
| Review date | October 2025 |

Equality Statement

Opening statement

We welcome our duties under the Equality Act 2010. The trust's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil/student, prospective pupil/student, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils'/students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils/students and staff. Our trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils/students and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the trust. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils/students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils/students learn to become more accepting and inclusive of others. Challenging and controversial

concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our trust with the utmost severity. When an incident is reported, through our thorough reporting procedure, our trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils/students are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The trust's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The trust's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the trust's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The trust's Equal Opportunities Policy further outlines the trust's policies regarding equality.

Equal Opportunities Policy

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010'

This policy operates in conjunction with the following Trust policies:

- Admissions Policy
- Complaints Policy
- Data Protection Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The Trust fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation

- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a Trust to discriminate against, harass or victimise a pupil/student or potential pupil/student:

- In relation to admissions.
- In the way it provides education for pupil/students.
- In the way it provides access to any benefit, facility or service.
- By excluding a pupil/student or subjecting them to any other detriment.

The Trust will promote equality of opportunity for all staff and job applicants.

Principles and aims

We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The Trust will:

- Promote **race equality** and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.
- Promote **disability equality**, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.
- Promote **gender equality** by eliminating unlawful discrimination and harassment, and promote the equality of opportunity amongst individuals of all genders.

Transgender people are explicitly covered by the PSED. For the purposes of this policy, the term '**transgender**' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. The Trust will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

The Trust is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system. The Trust will ensure that all staff comply with the appropriate equality legislation and regulations. The schools' Admissions Policies will not discriminate against any protected characteristic in any way.

The Trust will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the Board of Trustees.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.

- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in the Trust, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils/students with additional needs, maintaining a good level of awareness of issues surrounding equality.

Equality objectives

The Trust is committed to promoting the welfare and equality of all its staff, pupil/students and other members of the school community.

To achieve this, the Trust has established the following objectives:

1. Evaluate and improve the curriculum to ensure it results in good outcomes for pupil/students in all vulnerable groups
2. Ensure that pupil/students in all vulnerable groups have full access to the wider curriculum activities as defined by our curriculum intent.
3. Develop literacy and offer appropriate qualifications in English and for pupil/students in all vulnerable groups
4. Implement effective strategies to support pupil/students in all vulnerable groups.

The Trust will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED, publish this information on the Trust website every year. The Trust will update and publish its equality objectives at least every four years.

Collecting and using information

In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the Trust's legal obligations.

The Trust will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.

- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

The Trust will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The Trust will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances
- Disciplinary action
- Dismissals and other reasons for leaving

The Trust will use the information they obtain to analyse any gaps present in their equality practices.

Publishing information

The Trust will publish information to demonstrate its compliance with the Act. The Trust will publish information relating to persons within the Trust community who share relevant protected characteristics, these will include:

- The Trust's employees.
- Other persons affected by the Trust's policies and procedures.

The Trust will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have, and it is not reasonably practicable for the employer to obtain the data.

The Trust will publish the following information annually with regard to the gender pay gap:

- The difference between the mean hourly rate of pay of male and female full-pay relevant employees
- The difference between the median hourly rate of pay of male and female full-pay relevant employees
- The difference between the mean bonus pay paid to male and female employees
- The difference between the median bonus pay paid to male and female employees
- The proportions of male and female relevant employees who were paid bonus pay
- The proportions of male and female full-pay relevant employees in lower, lower middle, upper middle, and upper quartile pay bands

The above information will be updated and published annually on the Trust website in a manner that is accessible to all its employees and to the public for a period of at least three years from the publication date.

The Trust will update its equality objectives at least every four years and publish on the Trust website. The Trust will publish information on the Trust website every year which will show the progress made towards the achievement of the equality objectives.

Promoting equality

In order to meet our objectives, the Trust has identified the following priorities:

1. Curriculum
 - The Trust will provide auxiliary aids that are directly related to disabled pupils/students' educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
 - The Trust will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils'/students' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils/students, enabling them to take as full a part as possible in the activities of the school.
2. Wider curriculum
 - Staff will ensure that all pupils/students are able to take part in extra-curricular activities and residential visits, and the Trust will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
 - The Trust will ensure there is adequate access to the physical environment of the school.
3. Literacy
 - The Trust will provide a literary canon consisting of challenging books for every pupil/student to engage with and training for staff to make the books accessible to all vulnerable groups.
4. Support for pupil/students in all vulnerable groups.
 - The Trust will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
 - There will be a clearly defined disciplinary system stipulated in the Behavioural Policy, which will be consistently enforced.
 - The Trust will seek the views of advisory staff, outside agencies and local schools.
 - The schools will raise awareness of equality and diversity through a carefully planned curriculum and wider extra-curricular activities.

The Trust will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. Annual training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

Addressing prejudice-related incidents

The Trust is opposed to all forms of prejudice. The Trust will ensure that pupil/students and staff are aware of the impact of prejudice. The Trust will address any incidents immediately and, where appropriate, report them to the relevant parties.

Complaints procedures

The Trust aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the Trust provides.

The Trust will adhere to the Complaints Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality and delivers an effective response and, appropriate redress. If a complaint has completed the Trust's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Policy.

The Trust works to develop good professional relationships between colleagues; however, we understand that sometimes conflicts may arise. Through maintaining open communication, we want our employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the Trust's Grievance Policy.

Curriculum

All pupils/students will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, the school will take every opportunity to promote and advance equality. When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination. The school will develop an appropriate curriculum for all pupils/students in all vulnerable groups and will ensure PSHE lessons are designed for pupils/students to develop their knowledge of the world and the importance of equality.

Monitoring and review

The Principals working group will review this policy annually, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the Principals and board of trustees in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying