



# HORNCHURCH ACADEMY TRUST

Hornchurch Academy Trust is a company limited by guarantee

**Registered in England:** Company Number 10760863

**Registered Office:** Whybridge Junior Academy, Rainham, Essex, RM13 7AH

[www.hornchurchacademy.org](http://www.hornchurchacademy.org)

		Hornchurch Academy Trust
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	Who reviewed this plan?	Mr C W Hobson & Mrs A Gillham
	Date approved by Board of Trustees?	21 <sup>st</sup> July 2021

## Equality Information and Objectives

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## 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

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 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 Board of Trustees will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the trust, including to staff, pupils and parents, 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 Head of School in each academy.

The equality link governor is Avril Weatherley. They will:

- Meet with the designated member of staff for equality bi-annually and other relevant staff members, to discuss any issues and how these are being addressed
- 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

The Head of School will:

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

The designated member of staff for equality will:

- Support the Head of School in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every term to raise and discuss any issues. This may be reported during LSG meetings.
- Support the Head of School in identifying any staff training needs, and deliver training as necessary

All school staff 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.

Staff and the board of trustees 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/information on an annual basis.

Bespoke training is also commissioned where a need arises, either individually or collectively, within the school. The designated member of staff in collaboration with the board of trustees, is responsible for monitoring equality issues and where deemed necessary, the Local Authority will be made aware of issues as appropriate.

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

As set out in the DfE guidance on the Equality Act, the school 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)
- 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)

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

- Publish attainment data 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 own pupils

## **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 our curriculum. This includes teaching in RE, 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 school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school 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 school's activities, such as sports clubs. We also work with parents to ensure knowledge and understanding of different cultures
- We plan to develop links with people and groups within our community who have specialist knowledge about particular characteristics, which will help inform and develop our understanding and approach.

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

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

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

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for gender differences

## **8. Equality objectives:**

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to

improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

**Objective 1: Raise Awareness of Equality & Diversity:**

Actions:

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July 2024, and report on this to the Board of Trustees. To establish the profile of staff against our demographic.

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements. To ensure that those interviewing are fit for purpose and understand equality requirements.

**Objective 2: Ensure that the school ensures role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc:**

Actions:

All staff must understand the trust's aims regarding equality and diversity

Consider opportunities to ensure diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc

Ensure cultural development through all appropriate curriculum documents with reference to equality and diversity

Ensure engagement of visiting speakers to school to broaden children's perceptions of equality and diversity

Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, LGBT History Month, International Women's Day etc

Monitor how well the schools ensure equality of opportunities for all its pupils.

Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups.

**Objective 3: Ensure tolerance and respect towards individuals who identify with any of the protected characteristics:**

Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc

Utilise collective worship (assembly) opportunities to ensure equality and diversity and to tackle issues of discrimination or oppression for any protected groups

Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies (Picture News) or PSHE sessions.

Continue to ensure the school's position regarding equality through communication with all professionals and parents/carers so that there is a shared appreciation of diversity and/or British Values

**Objective 4: Ensure that all learners are making progress by ensuring that nobody is disadvantaged by any of the protected characteristics:**

Monitor attainment data at key intervals (taking into account gender, socio-economic background (PP) and ethnicity) and take any necessary action to minimise any gaps, which might exist

Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all.

Ensuring that the accessibility policy is up to date and embedded in schools.

**9. Monitoring arrangements:**

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

This document will be reviewed by Board of Trustees at least 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
- SEND policy
- Behaviour policy