



Equality Information and Objectives

Last Update: December 2023 V 2.0

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Document Control

Changes History

| Version | Date | Amended by | Recipients | Purpose |
|---------|------------|------------|-------------------|----------------|
| 1.0 | 13.12.2019 | | All Plymouth CAST | New Policy |
| 2.0 | 11.12.2023 | COO | All Plymouth CAST | Updated Policy |

Approvals

This policy requires the following approvals:

| Board | Chair | CEO | Date Approved | Version | Date for Review |
|-------|-------|-----|---------------|---------|-----------------|
| | | √ | 13.12.2019 | 1.0 | December 2023 |
| | | √ | 11.12.2023 | 2.0 | December 2027 |

National/Local Policy

1. This policy must be localised by Academies **No**

This policy must not be changed, it is a CAST Policy (only change logo, contact details and any yellow highlights)

Position with the Unions

Does the policy require consultation with the National Unions under our recognition agreement? **No**

Distribution

This document has been distributed to:

| Position | Date | Version |
|---|------------|---------|
| All CAST Central employees, CAST Headteacher, CAST Directors, JCC | 16.12.2019 | 1.0 |
| All CAST Central employees, CAST Headteacher, CAST Directors, JCC | 18.12.2023 | 2.0 |

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 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 directors 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 headteachers.
- Ensure that each school in the Trust has its own Equality Objectives as part of their School Improvement Plan which reflect its own context and priorities

This policy has been reviewed and no individual or group in the school has been disadvantaged by the policy and processes.

The directors 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 board of directors regarding any issues from their link schools

The headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils

- Monitor success in achieving the objectives and report back to ESM (Education and Standards Manager).

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 directors 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.

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 Collective Worship assemblies to deal 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 promote knowledge and understanding of different cultures

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 difference

8. Equality objectives

Objective 1: To help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children.

- We aim to support families with children who have poor attendance as this is a key barrier to progress and future opportunity.
- We will monitor the use of seclusion/exclusion for different groups, including those groups with a disproportionately high rate of exclusion.
- We aim to prevent and tackle the bullying of children and young people, particularly prejudice-based racist, sexist and homophobic bullying.

Objective 2: To Implement Relationships and Sex Education programme for Catholic Schools in order to promote a positive and healthy understanding of human relationships in line with the teaching of the Catholic Church in conjunction with the Plymouth Diocesan Education Service.

Objective 3: To ensure that staff recruitment and reporting procedures comply with the Equality Act and UK Government requirements, e.g. gender pay gap and ethnicity pay gap reporting and that all staff are aware of and follow the school's Equality Policy. We will foster good relations between people who share a protected characteristic and those who do not. This will be measured by reviewing the policy on a timely basis, effective staff induction and on-going CPD.

9. Monitoring arrangements

The Board of Directors 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 Directors at least every 4 years.

This document will be approved by the Plymouth CAST Senior Executive Leadership Team.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND Strategy