

Equality Information and Objectives

Responsible	Sophia Martin – Vice Principal Behaviour and Safety
Implementation Date	September 2020
Date of Next Review	September 2024

Any Associated Policies	<p>The Equality Act 2010</p> <p>The Equality Act 2010 (Specific Duties) Regulations 2011</p> <p>DfE advice for schools on the Equality Act</p>
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Review Committee	Teaching and Learning Committee/ Full Governing Body
Approvals	Sept 2020

Role	Signature	Date
Principal	Jonty Archibald	Sept 2020
Chair of Governors	Emma Bradley	Sept 2020

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This policy sets out our approach to equality for Global Academy.
Global Academy is required to adopt and follow this Information and Objectives.

1. Aims

Our Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eradicate 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 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 Full Governing Body

The Full Governing Body will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the Academy, including to staff, students and parents, and that it is reviewed and updated at least once every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal.

3.2 The Safeguarding Governor

The Safeguarding governor will:

- Meet with the designated member of staff for equality every year 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 governing body regarding any issues

3.3 The Principal

The Principal will:

- Promote knowledge and understanding of the equality objectives amongst staff and students
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and facilitate training as necessary

3.5 All staff across the Academy

All staff across the Academy 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 Academy 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.

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 minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive CPD linked to Diversity and Inclusion via face to face or online training during the academic year.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Academy 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. students with disabilities, or gay students who are being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling students and staff to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. Encouraging all students to be involved in the full range of Global Academy activities)

5.1 Publishing information about students

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

- Publish attainment data each academic year showing how students 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 other pre-based bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our students

5.2 Publishing information about staff

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

- The make-up of our workforce, with breakdowns of staff with different protected characteristics
- 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 students will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or students to preserve their confidentiality.

6. Fostering good relations

The Academy 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 our Global Cultural Learning curriculum for personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in Media, students will be introduced to content from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Making sure students work with their local community. This includes inviting relevant guest speakers to present at assemblies, and organising school trips and activities based around the local community
- Global Academy develops 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 Academy ensures it has due regard to equality considerations whenever significant decisions are made.

At Global Academy, we will always consider 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 students with disabilities
- Has equivalent facilities for all students irrespective of their gender

Global Academy keeps a written record to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Global Academy has set the following objectives and will follow these:

Objective 1: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to **the F and A committee** of the Academy Board.*

Why we have chosen this objective to eliminate discrimination, advance equality of opportunity and foster good relations

To achieve this objective, we plan to undertake analysis of recruitment data and report to **the finance and audit committee** once every **year in February**.

Progress we are making towards this objective: On track.

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

Why we have chosen this objective to assist Globalers in their working environment.

To achieve this objective, we plan to hold an annual review meeting with each member of staff with a disability to ensure that all reasonable adjustments are in place and are effective.

Progress we are making towards this objective: HR to schedule of meeting with employees.

Objective 3: *Train all members' staff in Diversity and Inclusion and different type of discrimination. To empower staff to address forms of discrimination in the school workforce.*

Why we have chosen this objective to eliminate discrimination, to advance equality of opportunity and to foster good relations across all characteristics

To achieve this objective, we plan to use external Diversity and Inclusion facilitators to train HR, senior and middle management and teaching and support staff within our Academy on Diversity and Inclusion.

Progress we are making towards this objective: Due to start September 2020

9. Monitoring arrangements

The Chair of Governors will update the equality information we publish, described in sections 4 – 7, above, at least every year.

The Chair of Governors will review this document with assistance from the Principal at least every four years.

The equality objectives will be reviewed by the Chair of Governors and published at least once every 4 years. This document will be approved by the Full Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment