



EQUALITY POLICY

This policy supports the Trinitas Principles as outlined below.

We will build a family of schools where strong Christian values are at the centre of everything we do.

We will share responsibility for all of the children in all of the schools.

We will recruit high quality staff because the quality of Trinitas Academy Trust is determined by the quality of those who work within it.

We will value our staff by respecting their professional competence, through robust monitoring, challenge, and support and by rewarding them for their contribution to Trinitas Academy Trust.

We will teach our children through a curriculum that engages and motivates them, celebrates success, meets their individual needs and prepares them for the future.

We will be wholly committed to promoting the Anglican Ethos of the Trust by being distinctive yet inclusive.

We will hold true to our values and aspirations, without compromise.

Aim: Under specific duties, proprietors are required to draw up and publish equality objectives every four years and annually publish information demonstrating how they are meeting the aims of the general public sector equality duty. (Legislation: The Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2011).

Policy Owner: Company Secretary

Audience: all stakeholders

Copies are available on the website or from Trust Central Services (via Trinity School)

Date Agreed by Trustees: July 2019; December 2019 (agreed amended wording of objectives)

Review Date: Objectives to be reviewed after 4 years; information regarding objectives to be reviewed annually. See Appendix 1.

Please note that any wording in **RED** is awaiting Trustee approval. Once approved, this should revert to **BLACK**.

Introduction

The Equality Act 2010 introduced greater duties for public authorities to comply with in order to tackle inequality, harassment, victimisation and discrimination. The responsible body for ensuring compliance with the Equality Act 2010 is the Board of Trustees (the proprietor). The responsible body is required to address and implement steps to remove any intended or unintended discriminatory practice.

Protected characteristics

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) which requires public authorities, such as our Trust, to consider individuals' protected characteristics when exercising their organisational functions. The Equality Act 2010 identifies the following protected characteristics:

- Age (relevant for the Trust as an employer; not for pupils)
- Race (ethnicity)
- Disability
- Sex (gender)
- Gender reassignment
- Sexual orientation
- Religion or belief
- Pregnancy and maternity

- Marriage and civil partnership (this does not apply to pupils)

These protected characteristics make a person who they are, but may lead to them being treated unfairly, harassed victimised or discriminated against. The Public Sector Equality Duty requires the Trust to publish information about Equalities, specifically taking into account the above groups.

Aims

The Public Sector Equality Duty has three aims (the “general duty”):

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

There are two specific duties of the PSED, which help the Trust to achieve the general duty:

1. Set equality objectives
2. Publish information.

Principles

Equality of opportunity is fundamental to good practice in education; fairness of opportunity for all is a basic right. This policy, and our work as a Trust, is underpinned by the Trust’s principles:

- We will build a family of schools where strong Christian values are at the centre of everything we do.
- We will share responsibility for all of the children in all of the schools.
- We will recruit high quality staff because the quality of Trinitas Academy Trust is determined by the quality of those who work within it.
- We will value our staff by respecting their professional competence, through robust monitoring, challenge, and support and by rewarding them for their contribution to Trinitas Academy Trust.
- We will ensure outstanding achievement for children and staff by being strategic, aspirational and not afraid to innovate.
- We will teach our children through a curriculum that engages and motivates them, celebrates success, meets their individual needs and prepares them for the future.
- We will provide the best possible learning environment, which is inspiring for both pupils and staff.
- We will ensure that the systems within the Trust and the organisation of the Trust are coherent, robust and offer best value for money.
- We will be wholly committed to promoting the Anglican Ethos of the Trust by being distinctive yet inclusive.
- We will hold true to our values and aspirations, without compromise.

Responsibilities

The Board is responsible for ensuring the schools follow its policies relating to equality and diversity, and that the Trust meets its legal responsibilities with regard to equality.

The CEO, Principals and other Senior Leaders are responsible for giving a consistent and high profile lead on equality and diversity, and for ensuring policies and procedures comply with equality legislation.

All staff are responsible for promoting equality and diversity, and avoiding unfair discrimination. All staff are responsible for actively responding to any incidents of unfair discrimination related to protected characteristics. All staff are responsible for keeping up to date with equality legislation by participating in all appropriate training.

Equality objectives

The Trust has set the following objectives, and will publish information regarding these:

- Gender pay gap
- Monitor incidence of bullying, including homophobic and racist incidents
- To improve outcomes for disadvantaged children
- To ensure all staff, Trustees and governors are informed of current legislation relating to equality and diversity

Appendix 1

Performance against objectives 2019-20

<u>Objective</u>	<u>Performance</u>
Gender pay gap	Published on the Trust's website: https://www.trinitasacademytrust.org/statutory-reports
Monitor incidence of bullying, including homophobic and racist incidents	These are monitored by each LGB at their termly meetings. The number of incidents is recorded in the School Improvement Evaluation Report. Local governors ensure action is taken. A report giving the number of incidents is presented termly to the Board of Trustees.
To improve outcomes for disadvantaged children.	No published data for 2019-20 due to the Covid-19 pandemic.
To ensure all staff, Trustees and governors are informed of current legislation relating to equality and diversity	Our statutory and non statutory policies capture the legislation relating to equality and diversity. Policies are published on each school's / the Trust's website, as appropriate. The Trust is planning to introduce a system which includes an audit trail of evidence that staff have read relevant policies.

July 2020