

The GORSE Academies Trust: Equality Statement

Designated Person: Director of HR/Partnership Director SEND/Inclusion
Reviewed by: Policy Committee
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Equality Statement – The GORSE Academies Trust

Our Vision:

This statement is underpinned by the Equalities Act 2010 replacing all existing legislation and statutory duties in relation to protected characteristics and equality with a consolidated legal framework to discrimination law and a duty to promote community cohesion.

The GORSE Academies Trust (TGAT) is committed to providing an educational environment which recognises and celebrates diversity and removes barriers to individuals realising their full potential.

The Equalities Act replaces a number of separate pieces of discrimination legislation and introduces a single Act which introduces 9 protected characteristics which are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

Aims:

The Trust aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under 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 between people who share a relevant protected characteristic and people who do not share it

Legislation and Guidance:

This document meets the requirements under the following legislation:

The Equality Act 2010, which introduced the PSED and protects people from discrimination.

The Equality Act 2010 (Specific Duties) Regulations 2017, 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) guidance: The Equality Act 2010 and schools.

For further information with regards to our ethos and procedures please refer to the Trust Single Equality Policy on Trust establishment websites.

Roles and Responsibilities:

The Board of trustees will:

- Meet its obligations under the PSED to publish equality objectives at least every four years commencing on the date of the last publication
- 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/carers, and that they are reviewed and updated at least every four years
- Ensure that the Trust complies with the appropriate equality legislation and regulations
- Undertake appropriate equality and diversity training
- Ensure that the school's policies and procedures are developed and implemented with due regard to the Equality Act

The Local Governing Body will:

- Ensure that the equality information as set out in this statement and objectives are published and communicated throughout the Trust, including to staff, students and parents/carers and that:
 - The TGAT Equality Statement is reviewed annually
 - Equality objectives are updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal
- Undertake appropriate equality and diversity training

- Review any identified issues

The Principal will:

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

All Trust establishment staff are expected to have regard to this document and to work to achieve the objectives, which are further defined in the Trust Single Equality Policy and Trust establishment development/ improvement plan.

Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited:

- 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 governors are regularly reminded of their responsibilities under the Equality Act
- The Trust has a designated member of staff who is the Director of HR who monitors equality issues
- All members of staff are trained with regards to their duties under the Equality Act. New members receive this as part of their induction training. Compliance with this training is monitored at a Trust level

Advance equality of opportunity between people who share a protected characteristic and people who do not share it:

As set out in the DfE guidance on the Equality Act, the Trust and trust establishments, aim to advance equality of opportunity by:

- Removing or minimising disadvantages experienced by someone who has a protected characteristic
- Taking steps to meet the particular needs of people who have a protected characteristic
- Encouraging people who have a protected characteristic to participate fully in all aspects of school life

Foster good relations between people who share a relevant protected characteristic and people who do not share it:

- Promoting tolerance, friendship and understanding of a range of beliefs and cultures developed through different aspects of the curriculum. This includes: citizenship; modern British values; spiritual, moral, social and cultural (SMSC) development; Personal, Social, Health and Economic (PSHE) education (which includes statutory Relationship, Sex and Health Education); Forensic Reading and links within the wider curriculum
- Developing awareness and understanding of protected characteristics and fostering good relations through assemblies, extra-curriculum visits, great speakers and opportunities to develop cultural capital
- Act to ensure all parents/carers are encouraged to participate in the life of the academy
- Maintain good channels of communication, e.g. through parent meetings, to ensure parents' views are captured to inform practice
- Encourage members of the local community to join in activities and celebrations
- Ensure that the parents/carers of newly arrived students e.g. English as an Additional Language/ New to English, Gypsy Roma Traveller, those seeking asylum are made to feel part of the Trust establishment community

TGAT Equality Objectives:

Equality objective 1:

Promote understanding, awareness and respect for the diversity within our communities through the curriculum, assemblies, enrichment and wider opportunities to develop cultural capital.

Equality objective 2:

Monitor and promote the engagement of students from all different groups in extra – curricular activities, wider opportunities for enrichment and the development of cultural capital, including leadership opportunities especially for students with Special Education Needs and Disabilities.

Equality objective 3:

To ensure an equality of opportunity for all students to enable them to fulfil their full potential, by supporting families and providing targeted support to improve the lives of the most disadvantaged, vulnerable and at-risk children in our communities.

Document control:

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