Equality information and objectives

St Thomas Aquinas Catholic Multi-Academy Trust

Saint Martin's Catholic Academy

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1. Aims

In our Trust Vision we state, "Equality for all: social justice and a strong desire for upward social mobility will underpin our work to remove all barriers to learning, progress and success. Every member of our community will be welcomed and valued; no one will be prejudged on their ethnicity, faith (or none), gender, sexuality or age".

This statement is inspired by the fact that God creates every person as a precious, unique and sacred individual in His own image. In the Book of Jeremiah, we are reminded that God knew us – as unique individuals – before He "formed us in our mother's womb". In other words, our unique natures are not just important; they are at the very centre of God's love for us.

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

- Eliminate direct and indirect discrimination, harassment and victimisation; advance equality of opportunity all 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 the Trust 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 Trust Board is responsible for ensuring that:

- The school complies with all equalities legislation relevant to the school community, and that this policy and its related procedures and action plans are implemented
- A member of the governing body has a watching brief regarding the implementation of this policy
- Local governors carry out equalities impact assessments on all other policies
- All available data is used to consider equalities issues and to ensure adjustments to school policies and practices are made, including positive action where necessary

The school head teacher and senior management are responsible for:

- Overseeing the implementation of the Equality, Diversity & Inclusion Policy
- Ensuring that all who enter the school are aware of, and comply with, the Equality, Diversity and Inclusion Policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in any cases of discrimination, harassment, victimisation and bullying
- Regularly reviewing data related to prejudice-related incidents and taking necessary steps to reduce occurrences of incidents within the school

All staff are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding and complying with the Equality, Diversity and Inclusion Policy
- Contributing to the action plan attached to the policy
- Making reasonable adjustments to ensure disabled students do not experience discrimination or exclusion

- Dealing with prejudice-related incidents, following the specific procedure
- Attending training sessions as necessary to carry out this policy and keep up to date with equalities legislation
- Challenging bias and stereotyping
- Promoting an inclusive and collaborative ethos

All parents/carers are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Ensuring that they and the young people that they are responsible for meet the expectations set out in the home-school agreement

All visitors are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying in their engagement with the school
- Complying with the school's Equality, Diversity and Inclusion Policy

All students are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Reporting prejudice-related incidents
- Understanding, valuing and celebrating diversity
- Challenging stereotypes and prejudices

4. Eliminating discrimination

How we eliminate discrimination, harassment and victimisation:

The Trust does not tolerate direct or indirect discrimination, harassment or victimisation of anyone within our school communities, and are opposed to all forms of prejudice.

- Our schools have robust procedures for dealing with prejudice-related incidents and all staff receive training on these. All incidents are recorded, and this data is shared with the governing body and analysed so that any trends can be identified, and action plans put in place. Further information on these procedures can be found in the relevant policies e.g. anti-bullying policy and/or behaviour policy.

- The Complaints Policy outlines the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by parents and carers and the wider school community.

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 – 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 every year.

The Trust will have certain posts reserved for practicing Catholics i.e. Chief Executive of the Trust, Principals/Headteachers and their deputies, Lay Chaplains and Heads of Religious Education.

5. Advancing equality of opportunity

Treating people equally does not mean treating them all the same. We recognise that people have different needs, different experiences, different outlooks and face different barriers to achieving positive outcomes.

- We collect and monitor data broken down by different protected characteristics in order to identify inequalities and disparities within our student population in terms of:
  - Progress and attainment
  - Admissions
  - Attendance
  - Rewards, sanctions and exclusions

  and within our staff population in terms of:
  - Recruitment, retention, training and promotion
  - Capability, disciplinary and complaints

  We employ appropriate interventions where necessary in order to address disparities. Please see our Equalities Objectives and Action Plan for further details.
- We consult widely with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted in the design of new policies, and in the review of existing ones.
- We assess all of our policies and procedures to ensure that no individuals or groups are disadvantaged and to identify opportunities for positive action.
- We make reasonable adjustments to ensure that the school environment and its activities are as accessible and as welcoming as possible to all, in some cases treating disabled people more favourably than non-disabled people where necessary. Please see our Accessibility Plan for further information.
- We ensure that the curriculum is accessible to all students, using quality teaching, bespoke, targeted intervention as appropriate, and scaffolding as and when required.
- We respect the religious beliefs and practice of staff and students and comply with reasonable requests relating to religious observance and practice.

- We take all reasonable steps to ensure the wellbeing and inclusion of transgender staff and students, including those who transition during their time at the school

6. Fostering good relations

- Our schools ensure that their curriculum offers opportunities to learn about people with a diverse range of identities.
- We teach our students to recognise and challenge stereotypes and prejudice and to value difference.
- We ensure that our resources challenge stereotypes and reflect the diversity of society.
- We take positive action to ensure that people with a range of different identities engage with our school community for example guest speakers, arts groups, school governors, parent/carer helpers etc.
- Our behaviour policy includes a requirement to respect other people and their different identities.
- We take steps to ensure diversity in our student council, governing body and staff team
- We celebrate diversity at every opportunity and hold regular assemblies and events celebrating diversity throughout the year.

7. Equality considerations in decision-making

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

Our schools always consider the impact of significant decisions on particular groups. For example, when a 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 boys and girls

All school policies are regularly assessed for their impact on different groups of people with shared protected characteristics. This ensures that our policies, practices and decision-making processes are fair and do not discriminate against any particular groups. It also enables us to consider ways to proactively advance equality.

8. Saint Martin's Catholic Academy Equality

- To ensure that all pupils/students have equal access to a rich, broad, balanced and relevant curriculum
- To eliminate any discrimination, harassment and victimisation
- Close the gap in achievement of disadvantaged students in Saint Martin's Catholic Academy

and narrow the gap between the achievement of boys and girls
- Improve the attendance and lateness of all disadvantaged students in Saint Martin's Catholic Academy to meet national averages in all academies.

9. Monitoring arrangements

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

This document will be reviewed Trust Board and at least every 4 years.

This document will be approved by the Trust Board and individual school equality objective will be approved by Saint Martin's Catholic Academy Local Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Trust Admissions Policy
- Academy SEND Policy
- Academy Accessibility Plans
- Academy Behaviour Polices
- Bishop's Memorandum on appointment of teachers in Catholic Schools