



# ***The Consortium Multi-Academy Trust***

**Chair of the Members and Board of Trustees:** Dawn Carman-Jones

**Principal/CEO:** Andrew Aalders-Dunthorne

**Email:** [principal@consortiumacademy.org](mailto:principal@consortiumacademy.org)

## **Single Equality Scheme Framework Policy**

### **1. Aims of the Single Equality Scheme**

- To articulate the Trust's commitment to equality; which permeates all Trust policies, provisions and practices
- To ensure that everyone who belongs to, or comes into contact with, our school communities are valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under Equalities legislation in one document

### **2. Purpose of the Equality Scheme**

This Equality Scheme is our Trust's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010. It is an attempt to capture how we are systematically establishing and implementing good practice in equality and diversity.

This Equality Scheme sets out how we will:

- develop and review the Scheme and Action Plan
- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity
- promote equality of opportunity
- promote positive attitudes to all aspects of social identity and diversity
- encourage participation by disabled people and people representing different aspects of social identity in public life
- respect diversity, by understanding that treating people equally is not just treating them the same and to take steps to take account of difference even where that involves treating some people more favourably than others
- take proportionate action to address the disadvantage faced by particular group of pupils
- Promote community cohesion, developing good relations across different cultures, ethnicities and religions
- seek the views of all groups affected by the policies and work of our school and to try and involve them in our policy reviews

In promoting equality and complying with legislation we apply the principles of relevance and proportionality. We aim to ensure that our actions are proportionate and relevant to the equality issues within our school and relevant to our provisions, criteria and practices (PCPs). This means we prioritise those actions that enable us to tackle the most significant issues with regard to equality in order to deliver the best equality outcomes.

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## **3 Meeting our duties**

Under the statutory duties all schools have responsibilities to promote race, disability and gender equality.

The general duty to promote race equality means that we must have due regard to:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity and participation in all aspects of school life
- Promote positive attitudes and good relations between all members of the school community and the wider world.
- Deal with any incidents of discrimination.
- Take steps to promote inclusion for all

## **4 Action Plan**

An Action Plan linked to our objectives accompanies this Equality Scheme which identifies what we will be doing over the coming year and beyond to make our schools more accessible to the whole community, irrespective of background or need.

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our anticipatory duties to plan ahead for the reasonable adjustments (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come or may come to our school.

The action plan is reviewed annually and progress towards the equality objectives within it is reported on regularly to the Locality Committee (LC) and Trust Board. Equality objectives have been identified through consultation with key stakeholders including pupils, parents, LC, staff and others in the community. This action plan is understood and implemented by all staff and is available on the school website on request. It will be made available in different formats and in different languages on request to the school office.

## **5 Consultation and participation**

The legislation states it is important that the minority groups (for race, disability and gender) are involved in the formulation and development of equality schemes and priorities for action plans. To ensure equality of voice the consultation process should involve a true cross section of representatives from the community, where possible we have gathered the views of pupils, staff, governance and the wider community.

## **6 Information gathering**

### **6.1 Purpose and process**

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. The information also subsequently helps us to review our performance so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate

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impact assessment and identify which of the school's aims have been achieved and what we need to do better.

## **6.2 Types of information gathered**

Comprehensive and sensitive efforts are made to collect accurate information and meet security of information requirements.

The wide range of information gathered to support our planning and action to promote equality and eliminate discrimination includes the following:

- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics. This helps us develop and monitor the scheme.
- pupil attainment and progress data relating to different groups
- sports and activities choices of all groups
- uptake of the extended school offer by group
- exclusions data analysed by group
- records of bullying and harassment on the grounds of any equality issue
- data on the recruitment, development and retention of employees
- outcomes of activities promoting community engagement and community cohesion
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage

## **6.3 Collecting and analysing equality information for pupils**

Each individual school collect and analyse the following equality information for our pupils/students:

- Gender
- Ethnicity
- Religion
- Languages spoken at home other than English
- Traveller Status

All of this information is requested at the registration of a child to The Academy and is recorded on the child's personal school record

We also monitor; Attendance and Attainment.

## **6.4 Outcomes**

Of all the information we collect, the most important indicators of how successful we are in promoting equality and eliminating discrimination are the outcomes for various individuals and groups. We record our outcomes using a wide range of criteria, both academic and experiential, for the various protected characteristics and other vulnerable groups, mindful of the principles of proportionality, relevance and potential impacts (whether positive or adverse).

Where a robust analysis of outcomes reveals poorer outcomes for any particular group it triggers the equality impact assessment process.

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## **7 Roles and Responsibilities for Implementing the Single Equality Scheme**

### **7.1 The Locality Committee/Trust Board will:**

- ensure that our school complies with all relevant equalities legislation
- designate an LC member with specific responsibility for the Single Equality Scheme
- establish that the action plans arising from the Scheme are part of our School Development Plan
- implement any actions necessary
- ensure that people are not discriminated against when applying for jobs at our school on grounds of race, gender, disability, faith/religion, age, gender reassignment etc.
- ensure that no child is discriminated against whilst in our school on account of their race, gender, disability, faith/religion etc
- inform and consult with parents about the Scheme
- evaluate and review the Scheme every three years
- evaluate the objectives and action plan yearly

### **7.2 The Academy Head and SLT will:**

- draw up, publish and implement our school's equality objectives, following extensive consultation
- ensure that staff and parents are informed about the Single Equality Scheme
- ensure that staff understand the broad legal definition of disability
- ensure that the Scheme is implemented effectively
- manage any day to day issues arising from the Scheme whether for pupils, for our school as an employer or for our local community
- monitor the Scheme and report to the LC and Trust Board at least annually, on the effectiveness of the Scheme, Objectives and Action Plan
- ensure that the SLT are kept up to date with any development affecting the Scheme/action plan arising from the Scheme
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the Scheme has direct relevance, with the assistance from relevant agencies
- take all reasonable steps to ensure that our school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils
- welcome all applications to join our school, whatever a child's socio-economic background, race, gender, disability, faith/religion etc
- ensure that all appointment panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities
- promote the principle of equal opportunity when developing the curriculum, and promote respect for other people and equal opportunities to participate in all aspects of school life
- treat all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness
- report any incidents of racism in accordance with the Equality Act guidance
- deal with complaints of discrimination and harassment speedily and according to LA and national guidelines and notify complainants of the outcome and actions taken

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- in the event of expectations not being met, ensure action is taken in accordance with the status of those involved e.g. pupil, member of staff, volunteer etc

## **7.3 Named Post Holders will:**

- Carry out the designated tasks outlined in the action plan
- Report to the Academy Head and acting upon their findings to help the school achieve its declared objectives

## **7.4 All Staff in our School will:**

- accept that this is a whole school issue and support the Single Equality Scheme
- be aware of the Single Equality Scheme and how it relates to them
- ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of our school's Equality Scheme and its Equality Objectives
- strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images
- ensure that pupils from all groups are included in all activities and have full access to the curriculum
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping
- know procedures for reporting incidents of racism, harassment or other forms of discrimination

## **7.5 Pupils will:**

- be involved in the development of the Scheme and will understand how it relates to them, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the Scheme;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within our school promotes understanding and supports pupils who are experiencing discrimination.

## **7.6 Parents/Carers will:**

- Have access to the plan;
- Be encouraged to support the plan;
- Have the right to be informed of any incident related to this plan which could directly affect their child.

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## **8 Dealing with discrimination**

This scheme should be read in conjunction with the following CMAT policies which reference our commitment to equality and respond robustly to any incidents of discrimination:

- Safeguarding
- Behaviour
- Whistleblowing
- Capability and appraisal
- Recruitment and retention
- SEND
- RSE
- Intimate care
- Supporting children with medical conditions
- Sickness and absence

## **9 Accessibility**

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

- Increase access to the curriculum
- Make improvements to the physical environment of the school to increase access;
- Make written information accessible to pupils in a range of different ways

## **10 Staffing and employment**

The Trust is committed to providing a working environment free from discrimination, victimisation, and harassment.

We also aim to recruit an appropriately qualified workforce and a governance level that is representative of all sections of the community in order to provide a service that respects and responds to the diverse needs of our local population. We will monitor recruitment and retention and will:

- not enquire about the health of an applicant until a job offer has been made or require job applicants to complete a generic 'all encompassing' health questionnaire as part of the application procedure unless the questions are specifically related to an intrinsic function of the work – for example ensuring that applicants for a PE teaching post have the physical capability to carry out the duties;
- ensure the safety and well-being of our staff and take seriously and act on incidents of harassment and discrimination recognising that our staff may be either victims or perpetrators

All Trust schools use the approved Trust Application Form when recruiting staff. This form includes their standard Ethnic Monitoring form which analyses race, religion, age and disability.

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## **11 Curriculum Development and delivery**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement, through a broad, rich and inclusive curriculum.

To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- monitor achievement data by ethnicity, gender and disability and action any gaps;
- take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- ensure equality of access for all pupils and prepare them for life in a diverse society and the wider world and to ensure that pupils have regular opportunities to learn about human circumstances which differ from their own in terms of disability, ethnicity, culture, religion, national origin, status, gender and sexuality.
- use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- promote activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our pupils and their families;
- seek to involve all parents and carers in supporting their child's education;
- encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and ensure sufficient opportunity to challenge bias or stereotypical views based on disability, ethnicity, culture, religion, national origin, gender or sexuality.

## **12 Equality impact assessments**

Equality impact assessment is a systematic method of rigorously checking all school policies, procedures and practices to ensure they are genuinely accessible and meet the needs of our staff and the local community in relation to age, disability, gender, race, religion and belief and sexual orientation.

All of the schools policies are reviewed by staff and governors on a regular basis. These reviews include a statement on equality impact.

- Work towards the elimination of discrimination and harassment.
- Promote equality and opportunity for all.
- Promote good relations between different groups (within the school community and beyond) acknowledging and celebrating differences.
- Encourage participation by minority groups

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## **13 Publicising our scheme**

The SES will be also be published through the school website, newsletters, induction meetings and local community groups.

## **14 Commissioning and Procurement**

The Trust is required by law to make sure that when we buy services from another organisation to help us provide our services, that organisation will comply with equality legislation.

This will be a significant factor in selection during any tendering process.

## **15 Monitoring and Evaluation**

This scheme will be reviewed annually by staff and local governors at the school in order to ensure it remains fully compliant. The scheme will be revised every three years to take account of any amendments.

Our analysis of quantitative and qualitative data will be used to assess the impact on groups based on disability. SEND, ethnicity, culture, language and gender.

Assess the impact and compliance of all school policies, as they are reviewed by the Locality Committee in accordance with the SDP.

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## **Document Control**

### **Changes History**

<b>Version</b>	<b>Date</b>	<b>Amended By</b>	<b>Details of Change</b>
V2	09/12/19	HoS Curriculum Innovation	Updated terminology

## **Approval**

<b>Name</b>	<b>Job Title</b>	<b>Signed</b>	<b>Date</b>
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	22/12/2016
Dawn Carman-Jones	On behalf of the Trust Board	Electronic signature	22/12/2016

## **Equality Impact Assessment**

<b>Date</b>	<b>Name</b>	<b>Details</b>

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