



# Pennine Academies Yorkshire

## Equality Information and Objectives Policy

Date written:	January 2021
Date reviewed:	January 2023
Date ratified:	20/01/2023
Date to be reviewed:	December 2023

Signed by:

A handwritten signature in black ink, appearing to be "N. J. J.", written over a horizontal line.

Chair of Trustees

20/01/2023

Date:

## **Statement of intent**

1. Legal framework
2. Roles and responsibilities
3. Equality objectives
4. Collecting and using information
5. Publishing information
6. Promoting equality
7. Addressing prejudice-related incidents
8. Complaints procedure
9. Monitoring and review

## **Statement of intent**

Pennine Academies Yorkshire recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

The trust has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the school/trust determines its equality objectives.

## 1. Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school/trust policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Complaints Procedures Policy
- Grievance Policy
- Data Protection Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Staff Equality, Equity, Diversity and Inclusion Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The school/trust fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

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

The Act makes it unlawful for the responsible body of a school/trust to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school/trust is the proprietor.

The school/trust's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school/trust and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities.

The school/trust will promote equality of opportunity for all staff and job applicants and will work in line with the Staff Equality, Equity, Diversity and Inclusion Policy.

## **2. Roles and responsibilities**

The board of trustees will:

- Ensure that the school/trust complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to:
  - Publish equality objectives at least every four years commencing on the date of the last publication.
  - Update and publish information every year to demonstrate school/trust compliance with the PSED.
- Ensure that the school/trust's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school/trust's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The headteacher/CEO will:

- Implement and champion this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

- Produce an annual report on the progress of implementing the provisions of this policy and report it to the board of trustees where required.

Employees will:

- Be mindful of any incidents of harassment or bullying in the school/trust.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher and CEO as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the school/trust's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school/trust by contributing their cultural experiences and values.
- Report any incidents of bullying or harassment, whether to themselves or to others, to the head of year or to another member of staff.
- Abide by all the school/trust's equality and diversity policies, procedures and codes.

The school/trust will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

### **3. Equality objectives**

The school/trust is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

The school/trust sees all members of the school community as of equal value, regardless of any protected characteristic. The school/trust's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The school/trust's Equality Information and Objectives Statement sets out how the school/trust is meeting the PSED and outlines how equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the school/trust website annually.

The school/trust will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, the school/trust has established the following objectives:

1. To promote equality and opportunity.
2. To promote good relations between members of different racial, cultural and religious groups and communities.
3. To eliminate unlawful discrimination.
4. To recognise and tackle any form of inappropriate bias or stereotyping.
5. To provide training for all staff and governors on equality and diversity.
6. To ensure that all pupils receive a broad range of learning opportunities and experiences through our curriculum and through additional offers for all.

The school/trust will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

#### **4. Collecting and using information**

In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school/trust's legal obligations.

The school/trust will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

The school/trust will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school/trust will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of staff members on parental leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

The school/trust will use the information it obtains to analyse any gaps present in its equality documentary, including the Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy.

## 5. Publishing information

The trust will publish information to demonstrate its compliance with the Act. The trust will publish information relating to people within the school community who share relevant protected characteristics, including:

- The school/trust's employees.
- People affected by the school/trust's policies and procedures.

The school/trust will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have this information, and it is not reasonably practicable for the employer to obtain the data.

The trust will publish findings in its **annual** report.

The school/trust will publish the following information annually with regard to the gender pay gap:

- The difference between the mean hourly rate of pay of male and female full-pay relevant employees
- The difference between the median hourly rate of pay of male and female full-pay relevant employees
- The difference between the mean bonus pay paid to male and female employees
- The difference between the median bonus pay paid to male and female employees
- The proportions of male and female relevant employees who were paid bonus pay
- The proportions of male and female full-pay relevant employees in lower, lower middle, upper middle, and upper quartile pay bands

The above information will be updated and published annually on the school/trust website in a manner that is accessible to all its employees and to the public for a period of at least three years from the publication date.

## 6. Promoting equality

The school/trust's Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy set out the school/trust's approach to promoting equality and diversity across the whole school community.

## 7. Addressing prejudice-related incidents

The school/trust is opposed to all forms of prejudice. The school/trust will ensure that pupils and staff are aware of the impact of prejudice. The school/trust will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. **Annual** training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.



## **8. Complaints procedures**

The school/trust aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school/trust provides.

The school/trust will adhere to the Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the school/trust's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

The school/trust will work to develop good professional relationships between colleagues; however, the school/trust understands that sometimes conflicts may arise. Through maintaining open communication, the school/trust wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the school/trust's Grievance Policy.