Castle Bromwich Junior School

Where together we can learn, work and succeed.

EQUALITY POLICY & OBJECTIVES

Approved by trustees – Full Trust Board December 2024

Date – December 2024

Reviewed by – Full Trust Board

Review date – November 2028

Equality Policy and Objectives

1 Overview

Prosper Together Multi Academy Trust (the 'Trust') welcome its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including gender reassignment), pregnancy and maternity, religion and belief, marriage and civil partnership and sexual orientation.

2 Foundations of the Duty

The Public Sector Equality Duty came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 requires public authorities, to publish:

- Equality objectives, at least every four years
- Information to demonstrate their compliance with the public sector equality

This document also complies with our funding agreement and articles of association.

3 Roles and Responsibilities

Board of Trustees

The board of trustees will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the trust, including to local advisory board members, staff, pupils and parents.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher and local advisory board. The local advisory board (LAB)

The LAB will, for their schools:

- Discuss any issues and how these are being addressed within the school
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full board of trustees regarding any issues

The headteacher

The headteacher will, for their school:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils

- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs

All staff across the trust

All staff across the trust are expected to have regard to this document and to work to achieve the objectives as set out in section 5.

4 Equality Act Statement

The Trust is committed to promoting a diverse and inclusive community, a place where we can all be ourselves and succeed on merit. Our workplace practices support a range of family friendly, flexible and inclusive work arrangements, staff engagement and employee support services to welcome and support staff from different backgrounds. The Trust's ambition is to demonstrate in our work that it consistently promotes an inclusive environment and signals its commitment to celebrate and promote diversity.

5 Equal Opportunities Commitment

The Trust welcome part time or flexible working applicants and is committed to making work accessible for all. The Trust promotes Equal Opportunities Employment and ensures that those we hire and employ are suitably qualified persons and treated fairly regardless of their Age, Sex, Race, Disability, Pregnancy and Maternity status, Marriage and Civil Partnership, Religion and Belief, Sexual orientation or Gender reassignment.

We are committed to safeguarding and promoting the welfare of children and young people and keeping children safe in education, our staff are expected to share and uphold this commitment. Appointments will be subject to satisfactory references, workplace health review and enhanced DBS check including the children's barred list check as required

As set out in the DfE guidance on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic • Encouraging people who have a particular characteristic to participate fully in any activities.

For example, the Trust works hard to minimise the disadvantage experienced by pupils with a disability and also pro-actively encourages and enables all pupils to take part in wider- and extracurricular activities.

Publishing information about pupils

In fulfilling this aspect of the duty, the trust will for every school:

- Publish attainment data for each school each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups

Relevant information about each school will be published on their individual websites.

Publishing information about staff

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will publish information to show Gender pay-gap reporting, higher paid staff and other pay equality issues.

We may publish additional data relating the work-force but will only do so if we are confident that in any data we publish individual staff or pupils will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

6 Equality Objectives

The Trust is committed to ensuring equality across our schools and within our work environment. We set equality objectives at least every four years, and publish data on our progress towards these annually. Our equality objectives are an essential part of promoting equality across the Trust, for both our Pupils and Staff and are reflected in the actions within our Strategic Plan.

Each objective is set and reviewed at a Trust level. The Executive team will work with our schools to ensure they are relevant and meaningful to the communities we serve. This signals our collective commitment to equality while recognising difference and diversity within our Trust.

1. We aim to build an inclusive culture trust wide, which values and respects diversity, where everyone can achieve their potential.

2. We will continue to build and develop our relationships with stakeholders, the public and our communities including those that represent groups with protected characteristics, to develop our understanding of diversity inside of and outside of the Trust.

3. We will improve the understanding of the Public Sector Equality Duty to support better policy development, decision making and improve the lived experience of our staff and pupils.

4. We aim to improve our employment and educational approach to the Public Sector Equality Duty to ensure it is clear throughout our processes, demonstrating how we have paid due regard to the Public Sector Equality Duty.

5. We will build senior engagement trust wide to highlight and promote the importance of equalities and encourage staff to recognise and positively address equality issues.

7 Monitoring Arrangements

The Executive Team will update the equality information we publish, described above, at least every year.

This document will be reviewed by the board of trustees at least every 4 years.

School-specific equality objectives will be reviewed by the headteacher every 4 years.

This document will be approved by the board of trustees.

School-specific equality objectives will be approved by the local advisory board.