



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.

The

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 to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

Collect attainment data each academic year showing how pupils with different characteristics are performing.

Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

Identify improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying), and implement plans for improvements where necessary.

The Trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

Working with the local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the academy's activities, such as sports clubs.

Developing links

Why we have chosen this objective: We want to understand our demographic, to be sure that we are aware of any possible unconscious bias, so that it can be addressed. .

To achieve this objective we plan to: Analyse the data that has been collected when staff were appointed, collecting updated information in case of a change of circumstances.

Why we have chosen this objective: We want to be proactive in addressing the needs of our staff as we understand that it can sometimes be difficult for staff to approach leaders or line managers.

To achieve this objective we plan to: Create an online, confidential survey asking staff to share access/support concerns. We will then make any reasonable adjustments that are required.

Why we have chosen this objective: We want our teaching demographic to reflect the communities we serve.

To achieve this objective we plan to: Include a 'Positive about Diversity and Inclusion' statement in all our of job advertisements.

Why we have chosen this objective: We want to make sure that we tackle any unconscious bias when we recruit.

To achieve this objective we plan to: Give our HR manger access to this training.

