



# **OWLS Academy Trust**

# **Equality Information and**

# **Objectives Policy**

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Reviewed annually

Approved by Jonathan Tedds, Chair of Governor

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## **Statement of intent**

The OWLS Trust recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

## 1. Legislative framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

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

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1.3. The OWLS 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.

1.4. A protected characteristic, under the Act, is as follows:

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

1.5. The Act makes it unlawful for the responsible body of a school 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.

## **2. Principles and aims**

- 2.1. We see all learners and potential learners, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- 2.2. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.
- 2.3. The OWLS Trust will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.
- 2.4. The OWLS Trust will promote disability equality throughout the school, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life.
- 2.5. The OWLS Trust will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.
- 2.6. Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.
- 2.7. The OWLS Trust is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.
- 2.8. The OWLS Trust will ensure that all staff comply with the appropriate equality legislation and regulations.
- 2.9. The OWLS Trust's Admissions Policy will not discriminate in any way.

#### 2.10. The schools will:

- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the governing board.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities.

### **3. Objectives**

3.1. Whilst continuously aiming to improve the implementation of equality related policies and procedures, The OWLS Trust has established the following objectives:

- To monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum in light of new performance measures.
- To offer appropriate qualifications in English for pupils in all vulnerable groups.
- To implement effective strategies to support pupils in all vulnerable groups following linear exam courses.
- To improve the quality of support for pupils in all vulnerable groups in the classroom.

- To continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning. With special investigation taking place regarding the use of technology in modern foreign languages, internal exams and group work.

## 4. Roles and responsibilities

### 4.1. The governing board will:

- Ensure that The OWLS Trust complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that The OWLS Trust's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure that **The OWLS 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.

### 4.2. The headteacher will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance 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.

### 4.3. Employees will:

- Be mindful of any incidence of harassment or bullying in the school.

- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

#### 4.4. Students will:

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

4.5. The OWLS Trust will have an equality page on its website, in order to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010, and advancing equality of opportunity.

## 5. Gender reassignment

- 5.1. The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.
- 5.2. A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- 5.3. All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. School staff should not disclose information that may reveal a child or other staff members transgender status.
- 5.4. The school will appoint a staff member in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.
- 5.5. A glossary of terminology related to the transgender field can be found on the [Gender Identity Research and Education Society](#) website.

## **6. Uniform/dress policy**

- 6.1. The Act does not deal specifically with school uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of pupils applies here in relation to other aspects of the school policy.
- 6.2. The OWLS Trust will ensure that blanket uniform policies do not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.
- 6.3. The OWLS Trust will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline.

## **7. Curriculum**

- 7.1. All pupils will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the school will take every opportunity to promote and advance equality.
- 7.2. The school will develop an appropriate 11-18 curriculum for all pupils in all vulnerable groups.

## **8. Promoting equality**

In order to meet our objectives, the school has identified the following priorities:

- 8.1. The OWLS Trust will provide auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of school life.
- 8.2. Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- 8.3. The OWLS Trust will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- 8.4. There will be differential schemes of work designed to meet the abilities and learning styles of all pupils.
- 8.5. There will be a clearly defined disciplinary system, which will be consistently enforced.
- 8.6. The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet

pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in the activities of the school.

- 8.7. The school will ensure there is adequate access to the physical environment of the school.
- 8.8. The school will improve the delivery of written information to disabled children and young people.
- 8.9. The school will seek the views of advisory staff, outside agencies and local schools.
- 8.10. Throughout the year, the school will plan on-going events to raise awareness of equality and diversity.
- 8.11. The school will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning. These equality objectives will be reviewed and reported on annually.
- 8.12. Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

## **9. Addressing prejudice related incidents**

- 9.1. The OWLS Trust is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice related discrimination may fair less well in the education system.
- 9.2. The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- 9.3. If incidents still occur, the school will address them immediately and report them to the Trust.

## **10. Appeal process**

- 10.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance **using The OWLS Trust's** grievance procedure.

## **11. Monitoring and review**

- 11.1. The OWLS Trust will review this policy annually via the head teacher and trust, to ensure that all procedures are up-to-date.
- 11.2. The policy will be monitored and evaluated by the head teacher and Trust / governing board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

11.3. Any changes made to this policy will be communicated to all members of staff.

# Equality Information and Objectives Policy

Adopted by The OWLS Academy Trust on	September 2017
Next Review Due	Reviewed May 2018

## 1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

1.2 The OWLS trust fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

1.3 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a Trust this will include the following functions:
  - o Admissions;
  - o Attendance;
  - o Attainment;
  - o Exclusions; and
  - o Prejudice related incidents.

1.4 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion (see Community Cohesion Policy).

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## 2. The Policy

2.1 The OWLS trust’s Equality Information and Objectives Policy draws together all previous equality legislation and details how the OWLS trust is fulfilling the requirements of the Act.

## 3. Our Ethos

This is a place where:

- learning is fun;
- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community; and
- encourage everyone to make healthy life choices.

## 4. Addressing Prejudice Related Incidents

4.1 The OWLS trust is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the trust using their guidance material.

## 5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are the OWLS trust’s current set of overriding objectives.

Objective Group	Objective
<b>Pupil Achievement</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> All pupils are assessed, monitored and tracked through SIMS and Target Tracker.</li> <li><input type="checkbox"/> Under-achievement is identified and appropriate intervention is applied.</li> <li><input type="checkbox"/> Pupils are able to participate in a full range of extra-curricular opportunities.</li> </ul>
<b>Behaviour and Safety</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Pupils respect one another.</li> <li><input type="checkbox"/> Pupils feel safe and valued.</li> <li><input type="checkbox"/> Pupils, staff and parents know that misconduct and gross</li> </ul>

	misconduct will be challenged.
<b>Teaching</b>	<input type="checkbox"/> All pupils experience 100% 'good or better' lessons.
<b>Leadership and Management</b>	<input type="checkbox"/> The staff and governing body reflects the diversity of the OWLS trust community. <input type="checkbox"/> No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. <input type="checkbox"/> A nominated member of the SLT Mr. P. Merry is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

5.2 The OWLS trust will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled pupils.

5.3 The OWLS trust's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

## 6. Responsibility

6.1 We believe that promoting equality is the whole OWLS trusts responsibility.

6.2 How does the OWLS trust eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

The OWLS trust does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti harassment policy;
- (c) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the OWLS trust's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
OWLS trust / Governing Body of each OWLS trust	Involving and engaging the whole OWLS trust community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteachers	<p>As above including:</p> <p>Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the OWLS trust in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>To support the Head teacher as above.</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Support Staff	<p>Support the OWLS trust and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Head Teacher on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the OWLS trust community.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Parents	<p>Take an active part in identifying barriers for the OWLS trust's community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the OWLS trust's community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the OWLS trust to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Head Teacher on how pupils and</p>

	parents/carers, staff and the wider community can be expected to be treated.
Local Community Members	<p>Take an active part in identifying barriers for the OWLS trust community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the OWLS trust to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

## **7. The OWLS trust's equality objectives**

7.1 While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the OWLS trust has established the following objectives for the period 2017-2018:

- (a) to raise attainment in Reading Writing and Maths
- (b) to encourage neat presentation at all times.
- (c) Refer to KPI's set for each school.