



Policy for

# Equality Information and Objectives

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CEO	<b>Autumn 2023</b>

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## Statement of intent

All AET policies are written to support our schools and communities. We do this by ensuring they are always in line with our Colleague Values:



Applying these values to everything we do means always acting with integrity, in the interests of others, being honest, open and transparent and putting the safety of our children first.

**Wilbraham Primary School** 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 MAT / School has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the MAT / School determines its equality objectives.**

# 1. Roles and responsibilities

LAC will:

- Ensure that the MAT / School 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 MAT / School compliance with the PSED.
- Ensure that the MAT / School's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the MAT / School'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 LAC.
- 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 / Principal 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 LAC.

Employees will:

- Be mindful of any incidents of harassment or bullying in the MAT / School.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to The headteacher / Principal as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the MAT / School'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 MAT / School by contributing their cultural experiences and values.
- Report any incidences 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 MAT / School's equality and diversity policies, procedures and codes.

The MAT / School 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.

## **2. Equality objectives**

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

The MAT / School sees all members of the MAT / School community as of equal value, regardless of any protected characteristic. The MAT / School'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 MAT / School's Equality Information and Objectives Statement sets out how the MAT / School is meeting the PSED and outlines how equality of opportunity is ensured for all members of the MAT / School community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the MAT / School website annually.

The MAT / School 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 MAT / School has established the following objectives:

- Objective 1: To narrow the gap between the progress made by 'all' children and that made by 'groups' of children such as those eligible for the Pupil Premium.
- Objective 2: To ensure that future reviews of all school policies include information about, and links to our Equality and Diversity Policy. In order to eliminate discrimination all school policies will be reviewed and revised to ensure that where relevant the importance of avoiding discrimination, victimisation or harassment is expressly noted.
- Objective 3: To ensure that staff induction includes raising awareness of, and staff understanding their responsibilities under, the Equality Act.
- Objective 4: To further develop the Spiritual, Moral, Social and Cultural aspects of school life.
- Objective 5: To eliminate discrimination and other conduct that is prohibited by the Equality Act 2010

The MAT / School 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.

## **3. 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 MAT / School's legal obligations.

The MAT / School 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 MAT / School will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The MAT / School 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 MAT / School 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.

#### **4. Publishing information**

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

- The MAT / School's employees.
- People affected by the MAT / School's policies and procedures.

The MAT / School 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 MAT will publish findings in its annual report.

The MAT 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 MAT / MAT / School 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.

## **5. Promoting equality**

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

## **6. Addressing prejudice-related incidents**

The MAT / School is opposed to all forms of prejudice. The MAT / School will ensure that pupils and staff are aware of the impact of prejudice. The MAT / School 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. 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.

## **7. Complaints procedures**

The MAT / School 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 MAT / School provides.

The MAT / School 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 MAT / School's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

The MAT / School will work to develop good professional relationships between colleagues; however, the MAT / School understands that sometimes conflicts may arise. Through maintaining open communication, the MAT / School 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 MAT / School's Grievance Policy.

