



MANOR
MULTI ACADEMY TRUST

Equality Information and Objectives Policy

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Statement of intent

Manor Multi-Academy Trust 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 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
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

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

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

This policy operates in conjunction with the following 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 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, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The 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 Trust board will:

- Ensure that the 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 trust compliance with the PSED.
- Ensure that the trust's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that school's Admissions Policies do 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 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.

Employees will:

- Be mindful of any incidents of harassment or bullying in the trust.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the 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 trust 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 trust's equality and diversity policies, procedures and codes.

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

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

The 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 trust has established the following objectives:

- Ensure all children have access to the most ambitious and appropriate curriculum for them, regardless of protected characteristic, SEND or disadvantage.
- Use examples, case-studies, texts, and other resources which include positive representation from a diverse range of groups, especially with those protected characteristics.
- Employ group structures, pedagogy and practice include, support, and challenge all children. Appropriately.
- Provide a range of enrichment experiences and opportunities aimed at reducing cultural capital differences between groups of children.
- Promote empathy for, and understanding of, the experience and needs of those with protected characteristics and the most disadvantaged.
- Celebrate differences and the experience, language, and culture of others – ensuring they are seen as enriching for the individual and the community.
- Work with children to ensure their experience of school is one of safety, confidence, and optimism.
- Listen to children from different groups.
- Ensure parents and carers feel welcome and are aided as far as possible to support their child's education, whatever their background.
- Be clear to all stakeholders ensuring all understand what language and behaviours are unacceptable and why.
- Provide opportunities for children and staff to explore and discuss different experiences.

- Facilitate effective and respectful discussions on themes relevant to them, where children and staff feel comfortable to ask questions and express differing viewpoints.
- Ensure that discrimination, harassment, and prejudice are not tolerated, providing effective education and training to support this aim.
- Ensure that all stakeholders have different mechanisms to enable them to report concerns and provide clarity about what actions the schools/Trust will take.
- Ensure that information regarding CPD, professional opportunities and job offers is shared openly and where possible use “blind applications” to support neutrality of decision-making.

The 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 trust’s legal obligations.

The 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.

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 trust community who share relevant protected characteristics, including:

- The trust’s employees.
- People affected by the trust’s policies and procedures.

The 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 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 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 trust's Equality Information and Objectives Policy set out the trust's approach to promoting equality and diversity across the whole trust community.

7. Addressing prejudice-related incidents

The trust is opposed to all forms of prejudice. The trust will ensure that pupils and staff are aware of the impact of prejudice. The 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 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 trust provides.

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

The trust works to develop good professional relationships between colleagues; however, the trust understands that sometimes conflicts may arise. Through maintaining open communication, the 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 trust's Grievance Policy.

9. Monitoring and review

The CEO will review this policy annually, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the headteacher and 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

Any changes made to this policy will be communicated to all relevant stakeholders.