



Policy Title: Equality Information and Objectives Policy  
Statutory

Drafted by:	J. Henshaw
Date of approval by Trust Board:	November 2021
Review Date:	November 2022
Responsible for Day to Day Management:	Principals
Responsible for Review:	Principals

**UNITED ENDEAVOUR TRUST**  
EQUALITY CHECKED

This policy/procedure seeks to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relationships between groups
- Meet requirements under the Equality Duty
- Set Equality objectives which are specific and measurable



## **Contents**

<b>1. Legislation</b>	<b>2</b>
<b>2. The Policy</b>	<b>3</b>
<b>3. Our Ethos</b>	<b>3</b>
<b>4. Addressing Prejudice Related Incidents</b>	<b>3</b>
<b>5. Objectives</b>	<b>3</b>
<b>6. Responsibility</b>	<b>4</b>
<b>7. United Endeavour Trust's equality objectives</b>	<b>6</b>
<b>Appendix 1 – Equality Impact Assessment</b>	<b>7-8</b>

## 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 United Endeavour 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 undertake 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.

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

## 3. Our Ethos

Our academies are places where:

- learning is a positive experience;
- 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
- everyone is encouraged to make healthy life choices

## 4. Addressing Prejudice Related Incidents

4.1 United Endeavour 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 fare less well in the education system. We provide both our students 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 board. The Local Authority may provide some support and/or guidance.

## 5. Objectives

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

Objective Group	Objective
<b>Student Achievement</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> All students are assessed, monitored and tracked through SIMS and SISRA.</li> <li><input type="checkbox"/> Under-achievement is identified and appropriate intervention is applied.</li> <li><input type="checkbox"/> Students 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"/> Students respect one another.</li> <li><input type="checkbox"/> Students feel safe and valued.</li> <li><input type="checkbox"/> Students, staff and parents know that misconduct and gross misconduct will be challenged.</li> </ul>

<b>Teaching</b>	<ul style="list-style-type: none"> <li>❑ All students experience a high percentage of ‘good or better’ lessons. Where lessons fall short of these standards, teachers are given support and a timeline in which to improve.</li> </ul>
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>❑ The staff and governing body reflects the diversity of the Trust community.</li> <li>❑ No students (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.</li> <li>❑ A nominated member of the SLT is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</li> </ul>

5.2 United Endeavour Trust will make reasonable adjustments to meet the needs of disabled students and implement an accessibility plan aimed at:

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

5.3 United Endeavour Trust’s leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for students 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 a United Endeavour Trust core responsibility.

6.2 How does United Endeavour 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?

United Endeavour Trust does this by measures that include:

- (a) for students - 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, human resource management and pay;
- (c) PSHE, Citizenship, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support students with special needs or disabilities, and implementing United Endeavour Trust's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of students or staff that have a particular characteristic.

<b>School Community</b>	<b>Responsibility</b>
United Endeavour Trust / Governing Body	Involving and engaging the whole United Endeavour Trust community in identifying and understanding equality barriers and in the setting of objectives to address these.
Principal	<p>As above including:</p> <p>Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from United Endeavour Trust in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including student 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 Principal 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 students.</p> <p>Uphold the commitment made to students 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 United Endeavour Trust and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Principal on how students and parents/carers can be expected to be treated.</p> <p>Support colleagues within United Endeavour 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 United Endeavour Trust's community and in informing the leaders of the academies 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 United Endeavour Trust's community in tackling inequality and achieving equality of opportunity for all.</p>
Students	<p>Supporting United Endeavour Trust to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Principal on how students 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 United Endeavour Trust community and in informing the leaders of the academies actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging United Endeavour Trust to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

## **7. United Endeavour 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 students and staff with particular characteristics, United Endeavour Trust has established the following objectives for the period 2020 - 2022:

- (a) to close the gaps in attainment between PP students and other students in its academies.
- (b) to close the gaps in attainment between those students with SEN and other students in its academies.
- (c) to close the gender gaps within its academies.

## EQUALITY IMPACT ASSESSMENT POLICY CHECKLIST

<b>Equality Impact Assessment of UET Policy</b>						
<b>Title of Policy</b>						
<b>Equality Impact and Objectives Policy</b>						
<b>PART 1</b>						
<b>Positive Impact – reducing inequalities</b>						
<p><b>Statutory duty/equality legislation: Equality Impact Assessment undertaken or is satisfied.</b></p> <p><i>D = Disability, GA = Gender reassignment, P = Pregnancy &amp; Maternity, R = Race, R/B = Religion or Belief, S = Sex, SO = Sexual Orientation, A = Age, M/CP = Marriage and Civil Partnerships</i></p>						
<p>How is the policy likely to have a <u>significant positive impact</u> on equality by reducing inequalities that already exist?</p> <p>This policy set out how we will tackle inequalities and promote equality and diversity. It will ensure action is taken to positively act in this area.</p> <p>Could the policy have a <u>significant negative impact</u> on equality in relation to each of the following groups or characteristics?</p> <p style="text-align: center;">No</p>						
<b>Characteristics</b>	<b>Promote equal opportunities</b>	<b>Get rid of discrimination</b>	<b>Get rid of harassment</b>	<b>Promote good community relations</b>	<b>Promote positive attitudes</b>	<b>Promote/ protect human rights</b>
Indicate areas of likely impact						
<b>D</b>	✓	✓	✓	✓	✓	✓
<b>GA</b>	✓	✓	✓	✓	✓	✓
<b>P</b>	✓	✓	✓	✓	✓	✓
<b>R</b>	✓	✓	✓	✓	✓	✓
<b>R/B</b>	✓	✓	✓	✓	✓	✓
<b>S</b>	✓	✓	✓	✓	✓	✓
<b>SO</b>	✓	✓	✓	✓	✓	✓
<b>A</b>	✓	✓	✓	✓	✓	✓
<b>M/CP</b>	✓	✓	✓	✓	✓	✓
<b>Equality Impact Assessment of UET Policy</b>	<b>Records</b>					
<b>Name of person responsible for policy</b>	J Henshaw					
<b>Date of EIA of Policy</b>	18 <sup>th</sup> October 2021					

*A = Age, M/CP = Marriage and Civil Partnerships -applies in respect of employment framework policies*

Equality Impact Assessment of UET Policy	Evidence
<b>PART 2</b>	
<p><b>Statutory duty/equality legislation: Equality Impact Assessment undertaken or is satisfied.</b></p> <p><i>D = Disability, GA = Gender reassignment, P = Pregnancy &amp; Maternity, R = Race, R/B = Religion or Belief, S = Sex, SO = Sexual Orientation, A = Age, M/CP = Marriage and Civil Partnerships</i></p>	<p><b>What is the evidence for your answers above? (list any quantitative and qualitative)</b></p> <p>This policy details key accounts for this year and core Trust and Academy plans identify monitoring activity and success criteria to measure this by. The outcomes are reported in newsletter items and to the Trust Board/Governing Body via the CEO/ Principal's termly report.</p> <p>We complete a log of all incidents of bullying or discrimination which involve students and record outcomes of action taken. These are reported annually to the Trust Board. Patterns or recidivist activity are looked at and acted upon.</p> <p>HR keep a log of any reports of incidents and the actions and outcomes. These are routinely reported to the CEO or Governors as needed.</p>

Equality Impact Assessment of UET Policy	Conclusion
<b>PART 3</b>	
<b>Summary of findings</b>	

Equality Impact Assessment of UET Policy	Next steps		
<b>PART 4</b>			
<b>Category</b>	<b>Actions</b>	<b>Target Date</b>	<b>Person responsible</b>
<b>Next Steps – Action Plan</b>			
<b>Practical changes required to reduce adverse impact</b>	Ratification of policy and communications	December 2021	CEO/Principals
<b>Monitoring and evaluation and Review (publish revised policy)</b>	Termly monitoring to be reported to Trust Board and Governors	Termly	CEO/Principals

