



**BARNSOLE PRIMARY TRUST**

## **EQUALITY POLICY**

**Review Body:** Board of Trustees  
**Date:** March 2019  
**Review Due:** March 2020

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## 1. Aims

Barnsole Primary Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Barnsole Primary Trust’s (including all Academies) policies and procedures are informed by and will have regard to the above statement.

Barnsole Primary Trust understands our duties also include:

- Promotion of community cohesion (under the Education and Inspections Act 2006)
- Elimination of discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)

Barnsole Primary Trust and its Academies will:

- Aim to ensure that everyone is treated fairly and respectfully
- Want to make sure that our academies are safe and secure places for everyone
- Recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same
- Aim to make sure that no-one experiences less favourable treatment or discrimination because of:
  - Their age
  - A disability
  - Their ethnicity, colour or national origin
  - Their gender
  - Their gender identity (they have reassigned or plan to reassign their gender)
  - Their marital or civil partnership status
  - Their being pregnant or having recently had a baby

- Their religion or belief
  - Their sexual identity and orientation
- Recognise that some pupils need extra support to help them to achieve and be successful
  - Try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably
  - Welcome the emphasis of Ofsted inspections on the importance of accelerating the progress of pupils from groups who are underachieving

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with Barnsole Primary Trust's Master Funding Agreement.

Barnsole Primary Trust is committed to The United Nations' Convention on the Rights of the Child (UNCRC) is an international statement of the civil, political, economic, social and cultural rights of children. This promotes every child's right to be healthy, to be educated, to be treated fairly, to be listened to and to have a childhood protected from violence.

The UNCRC is underpinned by 4 principles:

- Non-discrimination
- Commitment to the best interests of the child
- The right to life, survival and development
- Respect for the views of the child

## 3. Roles and responsibilities

The Board of Trustees will:

- Ensure that the Equality Policy and Equality Objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents, and that they are reviewed and updated at least once a year (Equality Policy) and every four years (Equality Objectives)
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head of School in each Academy

The Head of School at each Academy will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All members of staff are expected to have regard to this document and to work to achieve the objectives as set out in the Equality Duty Plan.

## 4. Eliminating discrimination

Barnsole Primary Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act.

## 5. Advancing equality of opportunity

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 academy societies)

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

- Publish 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
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

## 6. Fostering good relations

Academies aim 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 our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising trips and activities based around the local community

## 7. Equality considerations in decision-making

Academies ensure it has due regard to equality considerations whenever significant decisions are made.

The academy always considers the impact of significant decisions on particular groups. For example, when a trip or activity is being planned, the academy considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Monitoring arrangements**

The Equality Policy will be reviewed by the Heads of Schools/CEO and approved by the Board of Trustees every year and published accordingly.

The Equality Duty Plan will be reviewed by the Heads of Schools/CEO and approved by the Board of Trustees every 4 years and published accordingly.

## **9. Links with other policies**

This document links to each individual Academies/Schools Accessibility Plan.