



# Equality Information and Objectives

*KL Macadam*

CEO

Date: July 2024

*K Bardsley*

Chair of Board

Date: July 2024

July 2028 \_\_\_\_\_ Review Date

## Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010. The Trust's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### **Aims to Eradicate Discrimination**

Our Trust is an inclusive Trust where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

Our mission statement is: Celebrating uniqueness and individuality

Our values are: Innovative, Collaborative, Inclusive

Our aims are:

- Success through collaboration and responsive support
- Encourage schools to flourish and innovate within their own unique context.
- An inclusive trust, valuing all stakeholders.
- Providing opportunities for life-long learning and professional growth

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that our Trust community understands what inclusive behaviour looks like in the school and how this aligns with the Trust's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

### **Dealing with Prejudice and Celebrating Diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Trust with the utmost severity. When an incident is reported, our Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The Trust's employees **will not**:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The Trust's employees **will**:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, our schools provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

## **Equality and Dignity in the Workplace**

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the Trust community. All staff members are obliged to act in accordance with the Trust's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The Trust's Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy further outline the school's policies regarding equality.

### **Requirements**

The Trust must publish information at least annually to show they have consciously thought about the three aims of the Equality Duty as part of the process of decision-making. This must include:

- Information relating to people affected by the school's policies and procedures (such as pupils) who share protected characteristics
- Information relating to employees who share protected characteristics (for public bodies with more than 150 employees)

All of our schools are responsible for reporting pupil data to the Trust following the Autumn census. In schools the protected characteristics of Age and Marriage/Civil Partnership are not applicable. Information of gender reassignment, sexual orientation and pregnancy/maternity are not collected.

We have suppressed data where fewer than five pupils share this characteristic to preserve anonymity of those pupils (marked 'S').

### Gender

Gender	Number	%
Boys	904	52.9%
Girls	804	47.1%
Total	1708	1--

### Disability

SEND Status	Number	%
Education Health Care Plan (EHCP)	91	5.3%
School Support	253	14.8%
Total	344	20.1%

### Race

Ethnicity	Number	%
Any other mixed background	43	2.5%
Any other ethnic background	26	1.5%
Any other Asian background	60	3.5%
Any other White background	72	4.2%

Any other black background	6	0.4%
Bangladeshi	S	S
Black-African	79	4.6%
Chinese	20	1.2%
Indian	34	2.0%
Information not yet obtained	8	0.5%
Pakistani	199	11.7%
Gypsy-Roma	S	S
White-British	1028	60.2%
White-Irish	S	S
White and Asian	39	2.3%
White and Black African	19	1.1%
White and Black Caribbean	35	2.0%
Refused	6	0.4%

### Other Information

	Number	%
Pupils Eligible for Free School Meals (FSM)	470	29.3%
Pupils with English as an Additional Language (EAL)	390	22.8%
Pupils Minority Ethnic Background	680	39.8%

Through rigorous tracking and monitoring of individuals and of all the groups of children, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above groups is removed, or at least remains less than the gap nationally.

### **Equality Objectives**

At the Collective Community Trust we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion and socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching we have set the following objective/s:

Objective 1: To monitor and analyse pupil achievement by EAL, gender, SEND and disadvantaged and act on trends or patterns in the data that require additional support for our pupils.