



# ENDEAVOUR LEARNING TRUST

## Equality Policy

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## Contents

<b>Our values</b> .....	3
<b>1. Introduction</b> .....	3
<b>2. Statutory framework</b> .....	4
<b>3. Delivering on the duty</b> .....	5
<b>4. Equality objectives</b> .....	6
<b>5. Annual equalities statement</b> .....	6
<b>6. Monitoring, evaluation and review</b> .....	6
<b>Appendix 1: Equality Impact Assessment template</b> .....	7
<b>Appendix 2: Annual Equalities Statement</b> .....	8

## **Our values**

This policy and its objectives align with the Trust's overarching values:

### *Truly Collaborative*

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of everyone in our Trust, our families and the communities we serve.

### *People centred*

We foster authentic, positive relationships which are based on the foundations of respect, listening, kindness, support and constructive challenge. We are approachable, open and honest.

### *Inclusive*

Equity of opportunity is central to our practice and we will invest time, training and resources so that everyone is included and has the best chance to be their very best.

### *Unique*

We are firmly committed to recognising, celebrating and investing in the individuality of all our children and young people, each staff member across the Trust and the distinct ethos and identity of each of our schools.

### *Aspirational*

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual best potential.

## **1. Introduction**

This policy applies to all Endeavour Learning Trust establishments. Endeavour Learning Trust is committed to promoting fairness and equality in everything that it does, acknowledging the diversity of the people who make up our communities. Equality involves a fair environment in which everyone can participate and is given opportunity to achieve. Diversity recognises and values differences between individuals and groups to create a positive and inclusive culture for the benefit of our establishments. The Trust believes that every individual within our establishments has the right to be treated with dignity, understanding, tolerance, respect and fairness and to be in an environment free from abuse, offensive behaviour, prejudice and unfair discrimination.

In seeking to eliminate direct or indirect unfair discrimination and to promote equality of opportunity and fair treatment, the Trust and its establishments will actively promote policies and procedures aimed at realising the full potential of every individual. The Trust will endeavour to maximise resources to ensure that opportunities are open to all.

This policy does not mean that everyone will be treated equally, but it does mean that everyone should expect to be treated fairly. Different people may be treated in different ways depending on their requirements, needs and abilities.

This policy applies to all aspects of the Trust and its establishments' operations. This includes:

- staff recruitment, staff promotion, staff training and staff pay;
- the curriculum, teaching and learning and classroom practice;
- pupil admissions and attendance;
- pupil attainment and progress;
- pupil behaviour, discipline and exclusions;
- pupil personal development and pastoral care;
- membership of the Board of Trustees and Local Academy Councils; and
- partnerships with parents and communities.

This policy is intended to apply to every individual in which an establishment operates, including visitors when appropriate. The Trust will promote equality of opportunity and eliminate discrimination with particular regard to protected characteristics as outlined by the Equalities Act 2010.

## 2. Statutory framework

The Equality Act 2010 replaced all existing equality legislation and provides a single, consolidated source of discrimination law. The different responsibilities on public bodies in relation to equalities have been brought together in to a single 'Equality Duty'. The Equality Duty is a duty on public bodies to consider the needs of all individuals in their day to day work.

The duty covers the following 'protected characteristics':

- age (not applicable with regard to learners);
- disability;
- gender reassignment
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion/belief;
- sex; and
- sexual orientation.

The Equality Duty has two main parts: the 'General' Equality Duty and 'Specific Equality Duty'.

The '*General Equality Duty*' has three aims. It requires public bodies to have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct 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.

Having 'due regard' means that whenever significant decisions are being made or policies developed, thought must be given to the equality implications. The '*Specific Equality Duty*' assists public bodies in responding to the 'General Equality Duty'.

There are two specific duties that public bodies are required to carry out:

- Set and publish one or more equality objectives; and
- Publish annual information to demonstrate compliance with the Equality Duty responsibilities.

### **3. Delivering on the duty**

All Trust establishments will adopt this policy. Through this policy the Trust will develop, consult on, set and publish 'Equality Objectives'. The Trust will publish an 'Equalities Statement' to demonstrate compliance with the Equality Duty. Establishments will report annually to the Trust on the operation and effectiveness of this policy and in particular on the actions taken to ensure achievement of the Equality Objectives. All Trust establishments will produce and publish an Accessibility Plan and ensure appropriate resources are made available to fulfil the requirements of the Accessibility Plan. Endeavour Learning Trust central team will undertake regular reviews to ensure compliance with the aims of this policy as well as assist in the preparation of the 'Equalities Statement'. To fulfil the duty to have 'due regard' to equality considerations, an establishment must, whenever significant decisions are being made or policies developed, give thought to equality implications. This means that:

- Decision makers in our establishments must be aware of this duty when making a decision and assess whether it may have particular implications for people with particular protected characteristics;
- Establishments must consider the equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis;
- The analysis to comply with the duty has to be carried out seriously, rigorously and with an open mind.

**To evidence, its duty to have due regard, a template Equality Impact Assessment (Appendix 1) will be completed by the Trust and its establishments when required.** The Trust will ensure that their establishment complies with the appropriate legislation by ensuring policy and any related procedures are implemented. They will scrutinise the establishment's approach to equalities to ensure that both the general and specific duties under the equality duty are fully complied with. The Head of Establishment will implement this policy and any related procedures, ensuring that all staff are aware of their responsibilities. The Head of Establishment has responsibility to ensure the establishment's commitment to equality is reflected in:

- the attitudes and behaviour of staff;
- arranging appropriate training;
- their willingness to acknowledge and tackle examples of unacceptable behaviour.

All staff must:

- deal with incidents, knowing how to identify failure to provide equality of opportunities, fair treatment and unfair discrimination;
- lead by example with their attitude and behaviour;
- be willing to acknowledge and encourage good practice by people they manage;
- undertake appropriate training to enhance their awareness and ability to promote equality of opportunity for all stakeholders and to tackle discrimination.

Parents, visitors and contractors should, where appropriate, be made aware of this policy. All members of the Trust’s establishments and its community must recognise that each individual has to uphold the law and the principles of fairness and equality.

#### 4. Equality objectives

This policy is supported by equality objectives, fulfilling our ‘Specific Equality Duty’. These Objectives are reviewed every four years in line with this policy. Our objectives are based upon the evidence we have collected and appropriate priorities. The objectives are in line with the Trust’s priorities and will be reviewed as part of the Trust’s Annual Report to ensure delivery.

##### Equality Objectives:

To continue to provide an environment across the Trust that welcomes, protects and respects diverse people.
To ensure attainment and achievement of all student groups is at or above similar national groups (boys, girls, disadvantaged, SEND, Looked After Children and students from different heritage groups).
To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all students.
To eradicate the use of LGBT+ phobic, sexist, racist and other discriminative language by students in the school.
To review the accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.

#### 5. Annual equalities statement

The Trust will publish an annual equalities statement and therefore fulfil the ‘Specific Duty’ to publish information to demonstrate compliance with the Equality Duty responsibilities. Establishments will supply the data on an annual basis to the ELT Central Hub to enable completion of the Statement. This information will be published on the Trust and its establishments’ websites. Reporting through to external bodies, were required, will be undertaken by the Trust. A template for the information published within the annual equalities statement is at Appendix 2.

#### 6. Monitoring, evaluation and review

The policy will be promoted and implemented throughout all Trust establishments. The Trust will monitor the operation and effectiveness of arrangements referred to in this policy at each Trust establishment. The Trust will review this policy every four years in consultation with each Trust establishment.

## Appendix 1: Equality Impact Assessment template

<b>Policy or Decision:</b>	Click here to enter text.
<b>Carried out by (name and position):</b>	Click here to enter text.
<b>Date:</b>	Click here to enter text.

### Considerations with regard to groups that may be affected:

Groups with protected characteristics	Following consideration it is assessed that this Policy could have a:			Positive Impact: Comments	Negative Impact: Please provide details as to why reasonable adjustments are not being made
	Positive Impact	Neutral Impact	Negative Impact		
Age (Adults only)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Religion / belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Click here to enter text.	Click here to enter text.

## Appendix 2: Annual Equalities Statement

### Meeting our Public Sector Equality Duty in <Year>

#### 1. Eliminating discrimination and other conduct that is prohibited by the Equalities Act 2010

<Details of relevant training>  
<Details of briefings and meetings (staff or governing body) that discussed responsibilities of the Act>  
<Link to outcomes from the delivery of the Equality Objectives and Action Plan>

#### 2. Advancing equality of opportunity between people who share a protected characteristic and people who do not have it

<Details of actions taken to remove or minimise disadvantage suffered by individuals who are connected to a particular characteristic>  
<Details of steps taken to meet the needs of a particular characteristic>  
<Details of actions taken to encourage learners who have a particular characteristic to participate in activities>  
<Information about what the Trust and its establishments are doing to advance equality in response to analysis of data>  
<Link to outcomes from the delivery of the Equality Objectives and Action Plan>  
<Link to outcomes from the delivery of the establishment's Accessibility Plan>

#### 3. Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it

<Details of action within the establishment to demonstrate tolerance, friendship, shared understanding of religion or cultures, anti-bullying and positive community activities>  
<Link to outcomes from the delivery of the Equality Objectives and Action Plan>

#### 4. Pupil Profile

Data to reflect characteristics – specified in line with data collected on pupils but not so as to breach data protection (to prevent the identification of individuals). Data will be validated by RAISE where available.

	Number	% of establishment population	Attendance: <Indicator used>		Progress: <Indicator used>		Attainment: <Indicator used>	
			National	Establishment	National	Establishment	National	Establishment
<b>Special Educational Needs (SEND)</b>								
Number identified with SEND								
<b>Gender</b>								
Male								
Female								
<b>Ethnicity and Race</b>								
White British								
White Irish								
White – other								
Mixed White and Black Caribbean								
Mixed White and Black African								
Mixed White and Asian								
Mixed – other								
Asian or Asian British Indian								
Asian or Asian British Pakistani								
Asian or Asian British Bangladeshi								
Other Asian or Asian British								
Black or Black British Caribbean								
Black or Black British African								
Other Black or Black British								
Chinese								
Other								
Prefer not to say								

## 5. Staff Profile

	<Current Year>		<Previous Year>		Year on Year change	
	Headcount	Full Time Equivalent (FTE)	Headcount	Full Time Equivalent (FTE)	Headcount	Full Time Equivalent (FTE)
<b>Trust Total</b>						
	<Current Year>		<Previous Year>		Year on Year change	
	Number	%	Number	%	Number	%
<b>Age</b>						
16-24						
25-34						
35-44						
45-54						
55-64						
65+						
<b>Disability</b>						
Yes						
No						
<b>Ethnicity and Race</b>						
White						
BME						
Prefer not to say						
<b>Religion and Beliefs</b>						
<Category X>						
<Category Y>						
<b>Gender</b>						
Male						
Female						

### Note:

**DP:** Data is not published as to do so could breach data protection (enabling the identification of individuals).

**NYC:** Data is not yet collected but the establishment is working to establish data collection.

## 6. Staff: Gender Pay Gap

The Trust will publish the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

A supporting narrative will also be published.