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<b>Date of next review:</b>	September 2025	<b>Owner:</b>	CEO



## Equality Information and Objectives

*'Empowering a Future Generation'*

## History of Policy Changes

Date	Section	Change	Origin of Change
Sept 2023	various	Updates to statistical information	Updated data on National statistics
Sept 2023	9	Update to name of EMTAS	Wiltshire structure
Sept 2023	2	Inclusion of new section on commitment	CEO
Sept 2023	4	Inclusion of additional items	CEO
Sept 2024	7	Protected characteristics	CEO
Sept 2024	8	Equality objectives	CEO
Sept 2024	6	Adding staff equality of opportunity	CEO
Sept 2024	9	Update to section academy objectives	CEO

### 1. Aims

Our 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

### 2. Our commitment

Everyone in the Trust is of equal value and is entitled to equal opportunities in all aspects of life within it. Together we seek to create an inclusive, empowering and positive culture that is free from discrimination, recognising the individual value we all bring.

MLP Trust is committed to building a workforce which reflects diversity from the communities it serves and values the contributions from all staff from a wide range of different backgrounds. The Trust actively seeks to promote an environment that is free from discrimination and harassment and where staff and children and young people are encouraged to fulfil their full potential. Equality is fundamental to the philosophy of the Trust and is embedded in the values and behaviours we have at the core of the work of the Trust.

#### *We will:*

- Empower each other to build an inclusive environment where everyone can thrive
- Not tolerate bullying, harassment, victimisation or any form of unacceptable behaviour
- Support all individuals to raise concerns
- Make our policies inclusive and accessible

- Continue to educate ourselves and our children and young people to fulfil our inclusion and diversity mission
- Develop, apply and evolve processes which support our vision and values which do not discriminate in any form on the basis of a protected characteristic and provide equal opportunities for all
- Stand up to behaviour which does not support this commitment or comply with the terms of the Equality Act 2010.

### 3. 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](#) and ['Valuing All God's Children'](#) a guidance document for Church of England schools on challenging homophobic, biphobic and transphobic bullying.

This document also complies with our funding agreement and articles of association.

The Equality Act 2010 protects staff and children and young people/children and young people from discrimination and harassment based on protected characteristics. The protected characteristics are:

- Disability
- Ethnicity and race
- Gender (Sex)
- Gender identity and reassignment
- Pregnancy, maternity and breastfeeding
- Religion and belief
- Sexual orientation
- Age
- Marriage and Civil Partnerships

### 4. Roles and responsibilities

The Trust board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated by the Trust, and that they are reviewed and updated at least once every four years
- Develop a Trust wide culture which promotes equality and inclusion

- Integrate and embed equality into all aspects of Trust business
- Monitor the achievement of Trust objectives
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Academy Leader of each academy.
- Ensure familiarity with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

The CEO will:

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

All Trust staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## 5. Eliminating discrimination

The 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, for example during meetings. Staff receive appropriate training on Equality, Diversity and Inclusion annually.

## 6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

- Mitigating or eliminating disadvantages faced by individuals due to specific characteristics (e.g. children and young people with disabilities or those experiencing homophobic bullying).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim children and young people to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all children and young people to be involved in the full range of academy societies)

In fulfilling this aspect of the duty for children and young people, the Trust will:

- Publish attainment data each academic year showing how all children and young people, including children and young people 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 bullying related to protected characteristics)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own children and young people.

In addition to the information about children and young people, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will publish information to show:

- The make-up of our workforce, with breakdowns of staff with different protected characteristics
- Gender pay-gap reporting and other pay equality issues
- Recruitment and retention rates for staff with different protected characteristics
- Applications for flexible working and their outcomes for staff with different protected characteristics
- Applications for learning and development opportunities and their outcomes for staff with different protected characteristics
- Grievances and disciplinary issues for staff with different protected characteristics
- Policies and programmes in place to address equality concerns from staff
- Information from staff surveys

We will make sure that with any data we publish, we will demonstrate how we meet our equality duties and individual staff or children and young people will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or children and young people to preserve their confidentiality.

## 7. Fostering good relations

The Trust aims 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, children and young people will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. We will also invite external speakers to contribute as appropriate
- 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
- Encouraging and implementing initiatives to deal with tensions between different groups of children and young people/children and young people within the academies. For example, through a School Council. All children and young people are encouraged to participate in the

academy's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 8. Equality considerations in decision-making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made.

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

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

## 9. Equality objectives

Magna Learning Partnership is committed to fostering an inclusive environment that values diversity and promotes equality in all aspects of our work. Our Equality Strategy aims to ensure that all individuals regardless of their race, gender, age disability, sexual orientation, religion or any other characteristic are treated with respect and dignity.

### *Trust Equality Objectives*

#### **Objective 1: Develop a Trust wide culture which promotes equality and inclusion**

Develop and implement a sustainable Trust approach to equality through a working party consisting of staff across the Trust.

#### **Objective 2: Integrate and embed equality into all aspects of Trust business**

Undertake an analysis of the gender pay gap and report on this to the Resources Committee and consider any action required. We acknowledge that there is a significant gender pay gap across the education sector as a whole.

#### **Objective 3: Ensure outstanding educational experience through equity within our schools**

To standardise provision across academies to ensure fair and equal access to all opportunities where no identified group(s) of individuals are disadvantaged due to their own personal characteristics.

#### **Objective 4: Attract, retain, support and develop an excellent workforce from all areas of diversity**

All aspects of the recruitment process are designed to be inclusive. This ensures that applicants will be treated in a fair and equal manner in accordance with the Equality Act. Workplaces are adapted for staff with disabilities. The Trust offers flexible working to employees.

### *Academy Objectives*

Magna Learning Partnership's objectives in each academy are published on each academy's website.

## 10. Monitoring arrangements

The Trust will update the equality information we publish, described above, at least every year.

This document will be approved by the Trust Board or delegated Committee annually.

## 11. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Trust Improvement Plan