



Equality Policy

Adopted by the Trust Board

Date: February 2020

Review date: February 2024

Children First Academy Trust

Equality Policy

The Children First Academy Trust Equality Information, which is published, is agreed and reviewed every four years by the Trust Board and each school's equality objectives monitored by the relevant Local Governing Boards.

The Trust carefully considers all policies with respect to the impact on equality and the possible implications for pupils and staff with protected characteristics.

Aims

Children First Academy 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
- 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 based on Department for Education (DfE) guidance 'The Equality Act 2010' and schools and complies with Children First Academy Trust's funding agreement and Articles of Association.

Roles and Responsibilities

The Trust Board will:

- Ensure that the equality information as set out in this statement and the equality objectives set by each school are published and communicated to staff, pupils, parents and the community and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Chief Executive Officer for the Trust and the Headteacher of each school.

The Chief Executive Officer and Headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives
- Meet with the relevant staff members to discuss any issues and how these are being addressed

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the Local Governing Board or Trust Board regarding any issues
- Identify any staff training needs and deliver training as necessary
- Ensure that the school budget supports this policy
- Ensure all school staff have regard to this document and to work to achieve the objectives

Eliminating Discrimination

The Trust and its schools are aware of their obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our forms include reference to the importance of avoiding discrimination and other prohibited conduct.

Equality Objectives

As set out in the DfE guidance on the Equality Act, each school will set its own appropriate objectives to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities In fulfilling this aspect of the duty, the school 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
 - Gather further data about any issues associated with particular protected characteristics, identifying any issues which could affect its pupils

These objectives will be made available on each school's website.

Monitoring arrangements

Children First Academy Trust will ensure that the equality information is published on its websites and updated regularly.

This policy will be reviewed every four years by the Board of Trustees.