

## SLAT EQUALITY STATEMENT AND OBJECTIVES

We are committed to the promotion of equality and diversity. We have chosen to combine these requirements into a single resource within this policy. Equality is a whole Trust and school issue. It is in this light that this statement is intended to give guidance in promoting equality and diversity within all aspects of the life of the Trust and each school and to meet the legal and moral requirements.

This policy will address the areas for equality covered by legislation;

- Race
- Sex/Gender
- Gender Reassignment
- Disability
- Age
- Sexual orientation
- Religion or belief
- Pregnancy and maternity

The central purpose of the South Lincolnshire Academies Trust and our schools, is to help all students to develop their unique potential to the full. The aim of our Equality and Diversity Policy is to help ensure that all have this opportunity and that all are treated fairly and justly. Unfair treatment on the grounds of disability, gender, race, sexual orientation, colour, religion/ belief, ethnic or national origins is unacceptable.

We recognise the uniqueness of each individual and value their contributions to the school and the community. Our aim is to enable everyone to value, respect and live in harmony with others. We recognise a school has a responsibility to promote good relations and positive mutual respect between members of different groups.

Our approach to equality is based on the following principles:

- All members of our school community are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and share a sense of cohesion and belonging
- We observe good equality practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We have the highest expectations of all our students

### EQUALITY OBJECTIVES

The Trust schools are committed to developing policies and practice that raise attainment for all children and close the gap between those facing disadvantage and their peers.

Under the Equality Act 2010 we have a legal duty to publish information to demonstrate compliance with Public Sector Equality Duty of that Act.

As a Trust we recognise our general and specific duties having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;

- Foster good relations between people of all characteristics.

These duties extend to all members of our Trust and each of our schools, and specific regard needs to be given to those who have protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

The South Lincolnshire Academies Trust schools are committed to:

- Considering equality as we develop policy and acting on those considerations;
- Being conscious of the need for our policy to be informed by equality evidence, collecting the evidence, and using it;
- Improving our practice in promoting equality, and engaging with our local, national and international communities.

In order to further support students, raise standards and further close the gap between those facing disadvantages and their peers we have set the following objectives:

**Objective 1:** To monitor and analyse student achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for students.

**Objective 2:** To ensure that all Trust publications including material shared via social media represents all students including those from BAME/LGBTQIA+ and all other identified groups.

**Objective 3:** To improve the student understanding of equality through the educational delivery of PSHE/SMSC/RSHE

**Objective 4:** Student led support groups created in all schools to allow a student voice to provide peer on peer support and shape educational and pastoral resources.

## **IMPLEMENTATION**

In compliance with The Public Sector Equality Duty we are committed to working for equality for all our staff, students and parents/carers. 'Due regard' means that whenever significant decisions are made or policies developed, thought is given to equality implications.

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. In order to ensure that all students are protected from discrimination, the school collects information on protected characteristics.

In addition to students with protected characteristics, we gather information on the following groups of students:

- Students eligible for Free School Meals (FSM)
- Students with Special Educational Needs (SEN)
- Disadvantaged group
- Students with English as an Additional Language (EAL)
- Young Carers
- Looked after Children and Previously Looked After (CLA)
- Other vulnerable groups

We eliminate discrimination by the following activities, although this is not an exhaustive list:

- Our Behaviour Policy ensures all students feel safe at school and addresses prejudicial bullying.
- Reporting, responding to and monitoring all racist incidents.
- Regularly monitoring the curriculum to ensure that it meets the needs of our students and that it promotes diversity and challenges negative stereotyping.
- Teaching is of the highest quality to ensure students reach their potential and all students are given equal entitlement to success.
- Tracking student progress and intervening where necessary.
- Ensuring all students have the opportunity to access extra-curricular provision.
- Listening to and monitoring views and experiences of students and adults to evaluate the effectiveness of our policies and procedures.
- Publishing relevant and appropriate information on the school website and social media.
- Advancing equality and opportunity between people who share protected characteristics and people who do not share it.

We advance equality of opportunity by:

- Using the information, we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of parents/carers and students in school development.
- Listening to all parents/carers, students and staff.
- Fostering good relations across all characteristics – between people who share protected characteristics and people who do not share it.

## **IMPACT**

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