## Equality Statement for Pupils

**Obligations**

The general equality duty sets out the equality matters that we need to consider when making decisions that affect our pupils and staff with different protected characteristics. When carrying out its functions the Trust has due regard for: -

1. Eliminating discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.

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

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

NB. "Age" and "Marriage and Civil Partnerships" are only relevant to staff and their employment with the Trust.

**How we meet these:**

Achievement of pupils with a protected characteristic is not hindered. Strategies in place include: -

- Study support

- Mentoring

- Intervention programmes or additional adult support

- Support by Leading Practitioners

- Promotion of attendance in school and at extra curricular activities

- Promotion of a diverse range of positive role models

Participation in school activities for pupils with a protected characteristic is not hindered. Strategies in place include: -

- Venue checks prior to trips for accessibility/appropriateness for those with a disability.

- Additional adult/support on the trip to support the child and ensure the best possible educational outcomes for all children.

- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.

- Monitor the incidence of the use of homophobic, sexist and racist language by pupils in our schools.

Effective engagement in learning for pupils with a protected characteristic is not hindered. Strategies in place include: -

- Provision of appropriate resources (equipment and staff)

- Staff are appropriately trained

- Promotion of attitudes and values which challenge any discriminatory behaviour or prejudice.

- Use of materials which reflect the diversity of the school, population and local community without stereotyping.

- Seek to involve all parents in supporting their child's education.

- Use appropriate teaching approaches for the whole school population which are inclusive and reflective of our pupils.

**Bullying** – Anti bullying policies are in place and data relating to bullying is collated and monitored to ensure issues relating to pupils with a protected characteristic are dealt with promptly and appropriate changes/amendments are made where required. Staff are trained appropriately to identify, deal with and report any such issues. All incidents are reported to Trust Level.

**Exclusion** – An exclusion policy is in place and data relating to exclusions are collated and monitored to ensure issues relating to pupils with a protected characteristic are dealt with promptly and appropriate changes/amendments are made where required. Members of the leadership team are trained appropriately to identify, deal with and report any such issues. All incidents are reported to Trust Level.

All policies are impact assessed by the Leadership Team and the Trust considering any emerging equality issues.

**Objectives for 2020/2021**

- To undertake a mapping exercise of all pupils with a protected characteristic to identify their learning journey so far to ensure the equality policies and practices are effective and to determine if any changes/improvements are required.

- To close gaps in attainment and achievement between children for all groups of children; especially children with special educational needs and disabilities, looked after children and children from minority ethnic groups.

- To raise levels of parental and pupil engagement in learning across all activities, including regular attendance to ensure equity and fairness in access and engagement.

- To raise aspirations among children and parents and raise awareness of career options for all children, challenging gender stereotypes.