



'Committed to improving the life chances of all children, wherever they may be'

# Equality Information & Objectives

## 2023 - 2025

<b>Approved by:</b>	Board of Trustees	<b>Date:</b> 23 <sup>rd</sup> March 2023
<b>Last reviewed on:</b>	23 <sup>rd</sup> March 2023	
<b>Next review due by:</b>	22 <sup>nd</sup> March 2025	

## **Introduction**

This document describes how Orchard Community Trust intends to fulfil its responsibilities to our pupils and workforce under the Public Sector Equality Duty.

Orchard Community Trust and all its member schools are aware of their obligations under the Equality Act 2010 and all Trust staff, Trustees, Governors and volunteers are expected to have regard to the broad provisions of this document with respect to the Trust's approach to its Public Sector Equality Duty.

The Public Sector Equality Duty has both general and specific duties.

### **General duties**

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

### **Specific duties**

- Set equality objectives (every 4 years)
- Publish information (annually)

The Public Sector Equality Duty requires our Trust to publish information about Equalities, specifically taking into account those with protected characteristics. The information we publish and analyse must be clearly linked to the three aims of the General Duties of the Public Sector Equality Duty.

### **Protected Characteristics**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The ethos of Orchard Community Trust clearly reflects our commitment to fully include, respect and value all members of our Trust community.

### **Equality Objectives**

We will:

- Ensure that no-one is unfairly or illegally disadvantaged because of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- Promote an organisational culture which reflects our commitment to ethical leadership and which encourages employees of all personal characteristics and backgrounds to feel included and supported to thrive and develop in the workplace.
- Strive to recruit staff and governors/trustees from a wide range of backgrounds to ensure that we reflect the diversity of our pupil population.
- Implement a training programme which ensures that all staff and trustees/governors are aware and regularly reminded of their responsibilities under the Equality Act 2010. This includes training as part of induction procedures and regular update training for existing staff and trustees/governors.
- Continue to improve accessibility across all school sites for pupils, staff and visitors.

- Promote mental health and well-being awareness for all groups and develop appropriate support and intervention when needed.
- Ensure that all pupils have equitable access to all experiences and opportunities within our schools' curriculum, including extra-curricular activities, visits and events.
- Narrow gaps in achievement for all groups of pupils and particularly those pupils who attract the Pupil Premium, those with SEND, LAC pupils and those from minority ethnic groups.
- Promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.
- Advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

Each school within Orchard Community Trust has further set its own Equality Objectives which are specific to the community, context and circumstances within which each school is located, whilst remaining consistent with, and complementary to, the whole Trust's Equality Objectives.

## **Training**

As part of their induction, all staff and trustees/governors will receive training relating to their responsibilities under the Equality Act 2010. Further refresher training takes place on an annual basis. Regular reminders are given during meetings.

## **Monitoring Arrangements**

It is important that we know and can evidence which pupils are doing well and less well so that we can take steps to improve. Much of the information and analysis will relate to the evaluation of school improvement plans, the outcomes of internal and external monitoring and the analysis of pupil data. This information will be used to improve provision for all groups within each of our schools. Comparisons will be made for different groups against the whole cohort, against each other and against national benchmarks.

Similarly, we will continue to measure our employees' experiences. Information will be gathered and analysed from a range of sources including staffing profiles, anonymised appraisal outcomes, staff questionnaires, HR data and exit interviews. This will then be used to inform future practice.

### **Trustees will:**

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents.
- Delegate responsibility for monitoring the achievement of the objectives on to the Senior Executive Leader.
- Review the OCT Equality Objectives at least every four years.

### **The Senior Executive Leader will:**

Update the progress towards achieving the equality objectives on an annual basis and report this information to the Trust Board.

### **Local Governing Boards:**

Local Governing Boards will report on progress towards delivering their school's Equality Objectives annually to the Trust Board alongside any other matters relevant to the School's Public Sector Equality Duty.

### **Links with other policies:**

Where relevant, pertinent policies include reference to the importance of avoiding discrimination and other prohibited conduct.