



GROVE PARK ACADEMIES TRUST

EQUALITY OBJECTIVE STATEMENT POLICY

Policy For: GROVE PARK ACADEMIES (Grove Park Primary School and Aspire School)

Policy Owner: Executive Headteacher, C.Litton

Policy Date: May 2021

Review Date: May 2024

- The Executive Headteacher will monitor the application of this policy and take appropriate steps to ensure that it is operating effectively.
- This policy will be reviewed three yearly to ensure its effective application.
- Linked Policies include:
 - Grove Park Academies Trust Complaints and Vexatious Policy
- This policy and linked documentation are stored by the central administration team. For further information contact can be made by telephoning: 01795 477417 or emailing admin@groveparkacademies.org
- This policy statement was approved by the Trust Board of Grove Park Academies on the 27th May 2021

1 SINGLE EQUALITY POLICY

- 1.1 Monitor and review; Every three years, Grove Park Academies Trust will review their objectives in relation to any changes in the school profile. Grove Park Academies Trust objectives will sit in the overall School Improvement Plan and therefore will be reviewed as part of this process.

2 LEGAL DUTIES

- 2.1 As a Trust, we welcome our duties under the **Equality Act 2010**.
- 2.2 The general duties are to:
- Eliminate discrimination
 - Advance equality of opportunity
 - Foster good relations
- 2.3 We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

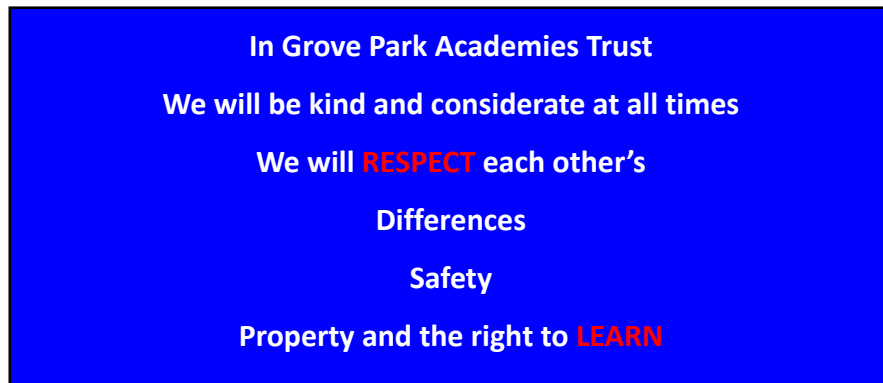
- 2.3 A protected characteristic under the act covers the groups listed below:
- Age (for employees only)
 - Disability
 - Race (including ethnic or national origins, colour or nationality)
 - Gender (including issues of transgender)
 - Gender reassignment
 - Maternity and pregnancy
 - Religion and belief (including lack of belief)
 - Sexual identity
 - Marriage and Civil partnership (for employees)
- 2.4 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:
- Publish equality information to demonstrate compliance with the general duty across its functions.
** we will not publish any information that can specifically identify any child*
 - Prepare and publish equality objectives. To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:
 - Admissions
 - Attendance
 - Attainment
 - Exclusions
 - Prejudice related incidents
- 2.5 Our objectives will detail how we will ensure equality is applied to the services listed above. However, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.
- 2.6 We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
- 2.7 We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disability, and the Human Rights Act 1998.
- 2.8 In fulfilling our legal obligations, we will:
- Recognise and respect diversity.
 - Foster positive attitudes and relationships, and a shared sense of belonging.
 - Observe good equalities practice, including staff recruitment, retention and development.
 - Aim to reduce and remove existing inequalities and barriers.
 - Consult and involve widely.
 - Strive to ensure that society will benefit.
- 2.9 The Trust Board / Governing Body of Grove Park Academies Trust wish to make it clear that they do not condone the display of any extremist political, religious or other insignia or material that may cause offence amongst the school community, within the school grounds.

3 THE SCHOOL ETHOS

- 3.1 Grove Park Academies Trust prides itself in providing a happy and secure learning environment, in which a child can achieve academic and personal excellence. Every child is special to us. We regard their time with us as an opportunity to fully develop their potential through a well structured learning and nurturing environment where they can grow and thrive.

4 SCHOOL RULES; GROWING TOWARDS THE FUTURE

4.1



5 AIMS

- 5.1 A school where everyone feels valued and respected
- 5.2 A place with a warm, happy, calm and safe atmosphere where everyone enjoys learning and working together.
- 5.3 A school, which has learning and teaching at the heart of everything that it does.
- 5.4 An ethos that celebrates all achievements and recognises success.
- 5.5 A place which has consistently high expectations for all and where academic achievement is not the only measure of success.

6 ADDRESSING PREJUDICE RELATED INCIDENTS

- 6.1 Grove Park Academies Trust is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

7 RESPONSIBILITY

- 7.1 We believe that promoting equality is the responsibility of the whole Trust.

8 TRUSTEES AND GOVERNORS

- 8.1 Involving and engaging the whole Trust community in identifying and understanding equality barriers and in the setting of objectives to address these.

9 HEADTEACHER / EXECUTIVE HEADTEACHER

- 9.1 As above including promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the Trust in carrying out its day to day duties.
- 9.2 Ensure that staff have appropriate skills to deliver equality, including pupil awareness.
- 9.3 Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

10 SENIOR LEADERSHIP TEAM

- 10.1 To support the Headteacher / Executive Headteacher as above.
- 10.2 Ensure fair treatment and access to services and opportunities.
- 10.3 Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

11 TEACHING STAFF

- 11.1 Help in delivering the right outcomes for pupils.
- 11.2 Uphold the commitment made to pupils and parents / carers on how they can be expected to be treated.
- 11.3 Design and deliver an inclusive curriculum.
- 11.4 Ensure that they are aware of their responsibility to record and report prejudice related incidents.

12 NON-TEACHING STAFF

- 12.1 Support the Trust and the Trustees / Governing Body in delivering a fair and equitable service to all stakeholders.
- 12.2 Uphold the commitment made to pupils and parents / carers on how they can be expected to be treated.
- 12.3 Support colleagues within the Trust community.
- 12.4 Ensure that they are aware of their responsibility to record and report prejudice related incidents.

13 PARENTS

- 13.1 Supporting the Trust to achieve the commitment made to tackling inequality.
- 13.2 Uphold the commitment made by the Headteacher on how pupils and parents / carers, staff and the wider Trusts community can be expected to be treated.

14 LOCAL COMMUNITY MEMBERS

- 14.1 Take an active part in identifying barriers for the Trust community and in informing the Trust Board / Governing Body of actions that can be taken to eradicate these.
- 14.2 Take an active role in supporting and challenging the school to achieve the commitment made to the Trust community in tackling inequality and achieving equality for all.
- 14.3 Grove Park Academies Trust will ensure that the whole Trust community is aware of the Equality Statement Policy and our published equality information and equality objectives by publishing them on the school website and through the prospectus and as part of pupils and parents induction to the school.

15 COMPLAINTS

- 15.1 Complaints with regard to this policy will be dealt with via the Grove Park Academies Complaints and Vexatious Policy; a copy of which is available on the Trust website and upon request from the school office.
- 15.2 Further guidance for parents / carers and Trustees / Governors on the **Equality Act 2010** can be found on the Kent County Council website:

<https://www.kent.gov.uk/about-the-council/strategies-and-policies/corporate-policies/equality-and-diversity>