



**ENDEAVOUR
MAT**

Equality Objectives

Date Agreed with Trustees	December 2019
Date for full review	December 2022

Endeavour MAT Equality Objectives

Welcome to Endeavour MAT's equality page. Each school within the Trust is required to produce a personalised Equality audit to illustrate how it meets its duties under the Equality Act 2010 and support Endeavour MAT's commitment to providing an environment across all its schools in which each individual has complete equality of opportunity and does not suffer any discrimination, whether directly or indirectly.

Our General Equality Duty

In October 2010, the new Equality Act introduced a Public Sector Equality Duty, which requires schools to have due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation** and other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not; *and*
- **Foster good relations** between people who share a protected characteristic and those who do not.

Protected Characteristics

There are 9 Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

Equality Information

In order to meet our Equality Duty, schools are required to publish Equality Information about how activities, policies and practices affect those with Protected Characteristics. To this end each Endeavour MAT school is required to conduct an Equality Analysis to assess and demonstrate compliance with our Equality Duty. A copy of this analysis is shown at the end of this paper under Appendix 1. This is updated at school level via the annual review process and following the release of any new legislation.

Equality Data

Information on the student population / Information about our employees is collated consistently and is saved within our Management Information System and/or within the Trust's HR system.

Equality Objectives

As well as publishing Equality Information, we are required to establish at least one Equality Objective to address any areas of inequality, or possible inequality, identified as part of our analysis. Objectives are established at school level and are revisited every autumn term, for a formal refresh. They are also monitored on an ongoing basis as part of the schools' development planning.

Business Planning

During our business planning process, we ensure that we consider the effect of our decisions on different groups. We assess if there are any unintended consequences for some groups and whether our business plan will be fully effective for all target groups.

Appendix ONE – EQUALITY ANALYSIS

Protected Characteristic	Group	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?	What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?	What action do we need to take –these will form your objectives (see overleaf)
Race	All	Equality Guidelines, Anti- bullying policy, assemblies celebrate diversity and British values	Equality analysis, celebration activities	School activities to promote positive attitudes e.g., assemblies, Focus Days and outside visitors, PSHE/ SMSC focus in form time and across curriculum	Engage more with community groups on issues of concern (eg gang culture)
	Staff	Equal Opportunities statement, Staff code of conduct, Grievance Procedure, HR data, recruitment monitoring, line manager meetings (minutes), advice from HR	Fair recruitment process	Staff briefings – including thanks and celebrations, EMAT/WGSB culture, exit forms	Seek views of staff on equality of opportunity
	Pupils	Admissions policy, racial incident forms, Headteacher’s report, Governors’ minutes, external attainment data, student records, Big Picture – showing sub group data, website – student support and safeguarding forms, Learning Support and Action records	RE and PSHE/ SMSC curriculum, anti-bullying policy, use of data to identify sub-groups and interventions to follow up, student mentoring, school council, student voice e.g. for QA process, Learning Support programmes	Celebration assemblies and House activities, support national events eg anti-bullying week, cultural lunches, peer mentors, monitor and follow up types of bullying, monitor and follow up school refusers. Broad range of culture specific information in lessons. Translation service for carers if required.	
Age	All	Equality Guidelines, House System	Compliance with policies,		Increase links with local care homes.
	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring, advice from HR	Compliance with legislation, staff age profile, fair recruitment process, key staff trained in recruitment	CPD inclusive of and led by all age ranges, PTA revised to PFA – encouraging wider family members to contribute. Opportunities for staff at all career stages	Seek views of staff on equality of opportunity
	Pupils	PSHE/SMSC programme, student curriculum, Assemblies	Student voice and school council, prefects, student leadership, interhouse activities	Work experience, assemblies, living History lessons, Children in Need, peer mentoring	
Gender Reassignment	All	Equality Guidelines, Anti- bullying policy, Pride Charter, Governors’ minutes	Equality analysis, easy access to informed, relevant advice from HR	Awareness of nationally recognised support groups.	Although we have no suggestion that this is an issue in school we will now seek to invite groups in to discuss this with staff/ students

	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring,	Compliance with legislation	Include transgender staff at local level policy development	Training for DSL - ongoing
	Pupils	Achievement data for sub-groups, incident records, appropriate guidance offered to individuals,	Anti-bullying specifically linked to transgender, PSHE/SMSC and Form tutor programme, Learning support action plans and records, counsellor referrals, appropriate staff CPD and research provided	Monitor and follow up types of bullying, monitor and follow up reasons for school refusal, assemblies to promote diversity, school counselling service, peer mentoring, peer support, student voice, staff support individual pupils as needed	Although we have no suggestion that this is an issue in school we will now seek to invite groups in to discuss this with staff/ students
Disability	All	Equality Guidelines, Anti- bullying policy, Access arrangements, reasonable adjustments to support learning, policies in line with Equality Act 2010	DDA compliant, Accessibility plan – audit every 3 years, ramps now in place to allow access to all buildings, where appropriate make organisational adjustments (timetable, rooming) to accommodate individual needs	Evac chairs purchased Child centred approach, meetings, seeking views, SEND open mornings and teacher time for intervention planning	Ongoing review, to facilitate future needs.
	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring, support plans and info on phased returns, data on staff registered as disabled	Open access to CPD, staff counselling, fair recruitment processes, back-to-work meeting	Occupational Health screening offered, reasonable adjustments made where appropriate	
	Pupils	SEND policy, SEN achievement data and evidence of interventions, Learning Support records and minutes from parent meetings, Admissions policy, DDA compliance	Assemblies, RS, PSHE/SMSC and Tutor programmes, school counselling, Student Voice	Individual Learning Support programmes, individual strategies in place, school counselling, peer mentors, SEN parent Open Days (4 each year), Health Care Plan produced and reasonable curriculum and other adjustments made where appropriate, Buddies provided for students with mobility issues.	
Pregnancy and Maternity/ Paternity	All	Equality Guidelines, Risk Assessment	Compliance with guidelines and policies, Equality analysis	Ongoing communication throughout MAT leave – where required	Reflect as necessary
	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring,	Compliance with legislation, maternity entitlements, adjustments as a result of flexible working requests	Celebration of births – via Briefings, KIT days, paternity leave where appropriate, invitations to events while on MAT leave.	

	Pupils	Equality Guideline, Support network and links with WGSB to ensure correct advice given SEN policy PSHE/SMSC programme	Adjustments to support learning, liaison with other agencies, flexible curriculum	Support from pastoral team, ongoing communication to keep in touch throughout, curriculum covers pregnancy and contraception	
Sex and Sexual Orientation	All	Equality Guidelines, Anti- bullying policy,	Equality guidelines and analysis	HR policies and procedures. Education to all through PSHE curriculum. Updating of knowledge through assemblies.	Using outside agencies to improve knowledge.
	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring,	CPD access	Fair and transparent processes, CPD opportunities, internal promotion	
	Pupils	Admissions policy, pupil achievement data, PSHE/SMSC curriculum	Equality analysis, PSHE/SMSC curriculum, Student Voice	The curriculum, School Council, Student Voice, Prefect system	Using outside agencies to improve knowledge & deliver Sex Education. A more student centred support required in the school system.
Religion and Beliefs	All	Equality Guidelines, Anti- bullying policy	Assemblies cover a range of key religious aspects. Covered through RE. Canteen provides regular delivery of cultural cuisine.	Community involvement	Engage more actively with faith groups
	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring,	Our staff body does not include representation from a range of faith groups.		We recognise the need to provide further education for staff on what it means to belong to a faith group so that students may be better understood
	Pupils	Admissions policy, PSHE/SMSC curriculum	PSHE/SMSC and RS curriculum, Big Picture and other data to identify groups, RSL meetings and Dept evidence files to evidence impact of interventions, enrichment opportunities open for all, revisions made to school uniform, Student Voice, links with Christian church – Christian Union run by local church youth worker	Assemblies – Whole School, House, Year and Form, visits to church e.g. Christmas Carol concert at St Michaels Church, invited speakers.	Create prayer room Increase visits to various religious sanctuaries

Marriage and Civil Partnership	All	Equality Guidelines, Anti- bullying policy,			
	Staff	Equal Opportunities statement, Grievance Procedure, HR data, recruitment monitoring,	Safeguarding training on forced marriage delivered and regular updates		
	Pupils		RE and PSHE/SMSC cover legality of forced marriage	Marriage and Family is compulsory GCSE RE unit for all pupils	