



Equality Information and Objectives

Reviewed February 2024

Review date: February 2027

Individual school Equality Objectives to be reviewed annually by LGB

Children First Academy Trust

Equality Information and Objectives

The Children First Academy Trust believes that all children and adults, regardless of race, gender, disability or other protected characteristic as laid out in the Equality Act 2010, should be able to 'Thrive and Achieve Together' as stated in the vision statement of the Trust.

The Children First Academy Trust Equality Information, which is published, is agreed and reviewed every four years by the Trust Board and each school's equality objectives monitored annually by the relevant Local Governing Boards.

The Trust carefully considers all policies with respect to the impact on equality and the possible implications for pupils and staff with protected characteristics.

The protected characteristics covered by the Equality Act 2010 are:

- Age*
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

Legislation and Guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is based on Department for Education (DfE) guidance 'The Equality Act 2010' for schools and complies with Children First Academy Trust's funding agreement and Articles of Association.

Aims

Children First Academy Trust recognises the need for objectives that reflect our priorities, ethos and values.

Our objectives are:

1. Curriculum - To take active steps to ensure our curriculum is inclusive in all areas and supports all learners.
2. Culture and behaviour – to create an ethos across our Trust which promotes equality and diversity, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
3. Workforce and governance team – to ensure that our workforce and governance team reflects our community at all levels. Ensure opportunities for employment, training and promotion are equally open to candidates from all groups.

Roles and Responsibilities

The Trust Board will:

- Ensure that the equality information as set out in this statement and the equality objectives set by each school are published and communicated to staff, pupils, parents and the community and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Chief Executive Officer for the Trust and the Headteacher of each school.

The Chief Executive Officer and Headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Ensure EDI is a key component of the Trust's People Strategy
- Monitor success in achieving the objectives
- Meet with the relevant staff members to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the Local Governing Board or Trust Board regarding any issues
- Identify any staff training needs and deliver training as necessary
- Ensure that the school budget supports this policy
- Ensure all school staff have regard to this document and work to achieve the objectives

Eliminating Discrimination

The Trust and its schools are aware of their obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our forms include reference to the importance of avoiding discrimination and other prohibited conduct.

Equality Objectives

As set out in the DfE guidance on the Equality Act, each school will set its own appropriate objectives to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Gather further data about any issues associated with particular protected characteristics, identifying any issues which could affect its pupils

These objectives will be made available on each school's website.

Monitoring arrangements

Children First Academy Trust will ensure that the equality information is published on its websites and updated regularly.

This Equality Information will be reviewed and published every year. The Equalities Objectives will be reviewed annually and updated every four years.