



W A T E R T O N
ACADEMY TRUST®



Equality Information and Objectives

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1. Introduction

Waterton Academy Trust is committed to ensuring equality of opportunity for all pupils, staff, parents, and carers irrespective of race, gender, disability, belief, sexual orientation, age, or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the trust feel proud of their identity and ability to participate fully in trust life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and inappropriate behaviours, and by creating an environment which champions respect for all.

2. Aims

Waterton Academy Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

3. 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,

and has due regard for the Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document complies with our funding agreement and articles of association.

4. Roles and responsibilities

The trust board will:

- Ensure the equality information and objectives as set out in this statement are published and available to all stakeholders including staff, pupils and parents, and that they are reviewed and updated at least once every four years.
- Ensure the trust has in place robust policies for staff and for children which advance equality of opportunity and fair treatment for all.

Trust and academy leaders will:

- Advance equality and diversity inside and outside of the trust, leading by example.
- Provide leadership in respect of promoting equality and diversity within the trust and its Academies.
- Ensure the relevant policies and procedures are implemented as appropriate when dealing with cases of discrimination or any other conduct prohibited by the Equality Act 2010.
- Ensure all staff are aware of their responsibilities and receive appropriate support to meet them.

All staff will:

- Celebrate diversity, promoting equality and inclusion and positive behavior and relations, and avoid harassment and discrimination at all times.
- Actively challenge discrimination wherever it is identified, reporting any serious issues to leadership, and modelling good practice and behavior as appropriate.
- Monitor pupils' progress and academic needs to ensure appropriate support is in place.

All Waterton Academy Trust staff should have regard to this document and work to achieve the objectives as set out in section 8.

5. Eliminating discrimination

The trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

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

Staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings/discussions, and through available training.

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of extra-curricular provision)

In fulfilling this aspect of the duty, academies within the trust will:

- Review 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
- Make evidence available to relevant trust leaders identifying improvements for specific groups (e.g. declines in incidents of bullying of pupils with different characteristics)
- Review further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

7. Fostering good relations

The trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social,

health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils could be introduced to literature from a range of cultures

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to actively participate in such assemblies and schools may also invite external speakers to contribute
- Working with local communities. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school, should they exist. All pupils are encouraged to participate in the school's activities, such as sports clubs. Academies also work with parents to promote knowledge and understanding of different cultures

8. Equality considerations in decision-making

The trust ensures it has due regard to equality considerations whenever significant decisions are made and considers the impact of significant decisions on particular groups.

For example:

- Ensuring trust-wide events are accessible to all pupils and all in the school community
- Ensuring academies have suitable facilities on site for both boys and girls

9. Equality objectives

Waterton Academy Trust equality objectives for the period 2023 to 2027 are as follows:

- Continually review academy curriculums to ensure effective promotion of equality and diversity
- Continually review the skills and understanding of the workforce regarding equality and diversity
- Ensure appropriate policies and procedures are maintained which enable any instances of discrimination to be addressed swiftly and appropriately
- Reduce any achievement and attendance differences of disadvantaged students in the trust, using performance data to monitor student achievement and respond to variations between groups of learners, and seek to remove barriers to good attendance
- Provide positive non-stereotyping information to students about gender roles, diverse ethnic and cultural groups, and people with disabilities
- Ensure equity of access for all students to blended learning opportunities


10. Monitoring arrangements

This document will be reviewed and ratified by the trust board at least every 4 years.

11. Links with other policies

This document links to the following policies:

- Code of Conduct
- Academy Equality, Diversity, and Inclusion policies
- Academy Accessibility plans and risk assessments

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