

Equality Information & Objectives Statement

Policy Owner:

Head of Governance

Approved by:

Trust Board

Last reviewed:

December 2020

Next review due by:

December 2021

Equality Act Statement

The Inspiration Trust is committed to ensuring equality of opportunity in line with the Equality Act 2010. We want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As an Academy Trust and employer we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with the specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how we are complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. This information is available on our website.

Equality Objectives and Information

The Inspiration Trust is committed to ensuring equality across our schools. We set equality objectives at least every four years, and publish data on our progress towards these annually.

We recognise that our equality objectives are an essential part of promoting equality across the Trust. Our objectives are set and reviewed at a Trust level, with input from our schools to ensure they are relevant and meaningful to the communities they serve.

This signals our collective commitment to equality while recognising that, as our schools operate in different contexts, they will need to take different actions to achieve these goals. Schools present their individual progress to their Academy Committees annually for a local review.

For the academic year 2020-21, our equality objectives are:

1. To narrow the gap in progress and attainment between students eligible for the pupil premium and their peers;
2. To narrow the gap in progress and attainment between students on the SEND register and their peers;
3. To ensure school environments are welcoming and inclusive for students from disadvantaged communities.

We will report on progress towards these goals in the Autumn Term of 2021-22. This progress will be considered at a school level by Academy Committees, and at a Trust level by the Board of Trustees. As part of our annual review we will look at progress gaps for all ethnic groups in each school to ensure that schools are focusing on the groups most in need of our attention.