



## **Equality Statement and Objectives**

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**Perins MAT**

**2020-2024**

Approved by The Perins MAT Trust Board February 2020

Signed ..... Chair of Trustees

Signed ..... Executive Headteacher

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### 1. Aims

The Perins MAT aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate 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

### 2. 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 also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)

This document also complies with The Perins MAT funding agreements and articles of association.

### 3. Roles and responsibilities

The Trust Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, 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 Executive Headteacher

The equality link Trustee is the Chair of Trustees. They will:

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the Trust Board regarding any issues

The Executive Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to Trustees

The designated member of staff for equality is Mrs V Furness. She will:

- Support the Executive Headteacher and the Headteachers in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link Trustee every term to raise and discuss any issues
- Support the Executive Headteacher and the Headteachers in identifying any staff training needs, and deliver training as necessary

All MAT staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### **4. Eliminating discrimination**

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

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

Staff and Trustees are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it will be recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff can access refresher training through EduCare, the MAT's online training provider.

The MAT has a designated member of staff for monitoring equality issues, and an equality link Trustee. They regularly liaise regarding any issues and make senior leaders and Trustees aware of these as appropriate.

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the Perins MAT 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 LGBT 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 pupils of particular religious denominations 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 school societies)

In fulfilling this aspect of the duty, The Perins MAT will:

- Within the GDPR regulations, The Perins MAT will share appropriate attainment data each academic year which demonstrates 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 identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect Perins MAT pupils

## **6. Fostering good relations**

The Perins MAT 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 education (PSHE), the Perins Life Skills subject, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Perins Speaker Programme will bring speakers from a variety of cultural backgrounds.
- Perins Arts Festival week will introduce our pupils to a variety of cultural arts.
- Working with our local community. 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 schools. For example, the Perins School council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop the MAT approach.
- Taking a strong lead on LGBT education.

## **7. Equality considerations in decision-making**

The Perins MAT ensures it has due regard to equality considerations whenever significant decisions are made.

The MAT always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, The MAT considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all

The MAT keeps a written record (known as an Equality Impact Assessment) to show we have actively considered quality duties and asked relevant questions. This is recorded at the same time as the risk assessment when planning school activities. The record is completed by the member of staff organizing the activity and is stored electronically with the completed risk assessment.

## **8. Equality objectives**

**Objective 1: Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July each academic year, and report on this to the Pay and Performance Management Committee (PPMC) of the MAT Trust board.**

**Why we have chosen this objective:** We believe this demonstrates that The MAT is clear that it is constantly working to eliminate inequality

**To achieve this objective we plan to:** Build this task into the annual work programme of The MAT Personnel department and make the findings available in a report to Trustees

**Progress we are making towards this objective:** The SLT line manager of the Personnel Team will work closely with the team to ensure this objective forms part of the annual work cycle

**Objective 2: Have in place a reasonable adjustment agreement for all staff with disabilities by the end of each academic year (firstly operating from July 2020), to meet their needs better and ensure that any disadvantages they experience are addressed, before the next academic year begins in September 2020.**

**Why we have chosen this objective:** With the profile of MAT staff changing and an increase in Occupational Health referrals, we need to ensure reasonable adjustments are in place for all those staff requiring support.

**To achieve this objective we plan to:** Collate the needs of all staff requiring reasonable adjustments and ensure all line managers of these staff are trained to understand the support obligation The MAT has towards these members of staff.

**Progress we are making towards this objective:** The referrals are now centralised through the Executive Headteacher's PA. Appropriate training for line managers is being investigated and will be available by the end of the academic year 2020.

**Objective 3: Train all members of staff and trustees involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.**

**Why we have chosen this objective:** There are currently a small cadre of senior staff involved in recruitment and their training was some time past. There is a need for an increased number of appropriately trained staff to be involved in the recruitment of new members of staff. This is essential as part of succession planning and good practice.

**To achieve this objective we plan to:**

- Audit the skill set of those staff currently involved in recruitment, by September 2020
- Draw up a new larger team by September 2020
- Select the appropriate staff training required to fully comply with our obligation by January 2021
- Administer training for all team members by March 2021
- Ensure this new team gets the appropriate opportunities to meet and cross reference their recruitment experiences ongoing from May 2021

**Progress we are making towards this objective:**

- The SLT lead for CPD at Perins will conduct a skills audit of those staff currently involved in recruitment, by July 2020

- The SLT lead for CPD at Perins will plan relevant training for those staff who will be involved in recruitment, by October 2020
- Team Training by March 2021
- The MAT Personnel team will sit in on all recruitment interviews to ensure consistency of procedures is evident by May 2021

## **9. Monitoring arrangements**

The Executive Headteacher will ensure there are updates of the equality information The MAT publishes, described in sections 4-7 above, at least every year.

This document will be reviewed by The Perins MAT Trustees at least every 4 years.

Any future review document will seek approval from The Perins MAT Trustees.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Safer Recruitment Policy
- Sun Hill Junior School Equality Duty Policy
- Perins School Equality Duty Policy