

	<p>TITLE:</p>	<p>Equality Information and Objectives Statement</p>
<p>Committee/Person Responsible for document:</p>	<p>Headteacher and Local Advisory Body</p>	
<p>Date Reviewed by Local Governing Body: Date Approved by RHT Board Date Due for Review</p>	<p>Reviewed 22 June 2017 Approved 11 July 2017 Review June 2018</p>	

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1. Statement

The Academy will have due regard to the need to:

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

The Academy will collect and issue equality information to help carry out the following key actions:

- Understand the impact of our policies, practices and decisions on people with different protected characteristics and thereby plan them more effectively.
- Assess whether we are discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality issues are for our organisation.
- Benchmark our performance and processes against those of similar organisations, nationally or locally
- Consider taking steps to meeting the needs of staff who share relevant protected characteristics.

- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality
- Develop equality objectives to meet the specific duties.
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

The Academy will work towards developing an equality profile of staff to help us understand key equality issues in our workforce. The following information will be collected and considered:

- Recruitment and promotion.
- Numbers of part-time and full-time staff.
- Pay and remuneration.
- Training.
- Return to work of women on maternity leave.
- Return to work of disabled employees following sick leave relating to their disability.
- Performance management appraisals.
- Grievances and disciplinary action.

2. Equality Legislation

The Equality Act 2010 provides a modern, single legal framework with three broad duties: eliminate discrimination; advance equality of opportunity; and foster good relations. The Academy fully understands the importance of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the following groups:

- Age
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

3. Academy Policies

The Academy has a range of policies which draws together all previous equality legislation and details how the Academy is fulfilling the requirements of the Equality Act 2010. The main policies accessed via the Academy's website include:

- Diversity and Equality Policy
- Accessibility Plan
- SEND Policy

- Recruitment Procedure
- Grievance and Disputes Procedure
- Management of Sickness Absence Procedure
- Disciplinary Procedure

4. Equality Objectives 2016-17

In achieving compliancy with the Act, the objectives are set and delineated in the Academy's ADP. **Appendix A** shows the specific actions plans and measurable outcomes for agreed objectives.

'to ensure all students have an equal opportunity to achieve their chosen learning aims, regardless of their protected characteristics.'

Appendix A

Objective	Specific Planned Actions	Measureable Outcomes	Timescale	Officer Responsible	Monitoring
<i>To ensure all students have an equal opportunity to achieve their chosen learning aims, regardless of their protected characteristics.</i>	a) Marketing, recruitment materials and practices are checked to ensure that they advance the College Equality Objectives	Lesson observation records are centrally monitored and reported to ensure that all teaching is advancing this objective	TBC	Deputy Principal	Academy SLT Local Advisory Body RHT Board of Directors
	b) Schemes of work and the teaching, learning and assessment programme are monitored to ensure on-going development relating to differentiation and the provision of relevant opportunities to reflect equality and diversity objectives	Student and staff with different protected characteristics are positively represented in learning and materials and other resources	Annually in autumn term	Deputy Principal	
	c) Narrow achievement gaps between different groups of students	Annual data to demonstrate that gaps have been narrowed or actions taken to address variances/concerns	Annually in autumn term	Deputy Principal	