



**SOLENT SPECIAL EDUCATION TRUST (SSET)
"THE TRUST"**

Title: Equality Information, Objectives and Accessibility Plan

Lead Reviewer: Headteachers

Who this is aimed at: All Staff

Version	Reason for Change
V1	

Date Initially Implemented	May 2020
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Aims

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

- Eliminate discrimination and other conduct 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.

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 requires the Trust 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 our funding agreement and articles of association.

Roles and Responsibilities

The Trustees of SSET and Local Governing Body will:

- Ensure the equality information and objectives as set out in this document are published and communicated throughout the Trust, including to staff, pupils and parents, and that they are reviewed and updated at least once every three years.

- Delegate responsibility for monitoring the achievement of the objectives daily to the Headteacher.
- Ensure they are familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the full governing board regarding any issues.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and learners.
- Monitor success in achieving the objectives and report back to governors.
- All Trust staff are expected to have regard to this document and to work to achieve the objectives as set out in Trust and Schools Improvement Plan.

Eliminating Discrimination

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

All relevant policies and codes of conduct include reference to the importance of avoiding discrimination and other prohibited conduct.

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

Learners are taught to treat each other with respect across the Trust and cover diversity issues through PSHE and citizenship lessons where appropriate.

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 characteristic they have, for example, learners with disabilities, or gay learners who are being subjected to homophobic bullying.
- Taking steps to meet the needs of people who have a particular characteristic, for example, enabling Muslim learners to pray at prescribed times.
- Encouraging people who have a particular characteristic to participate fully in any activities, for example, encouraging all learners to be involved in the full range of school societies.

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

- Publish attainment data each academic year showing how learners 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, for example, declines in incidents of homophobic or transphobic bullying.

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, according to the developmental levels of learners in each school. 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, learners will be introduced to literature from a range of cultures.
- Covering issues of diversity and respect through whole Trust

themed weeks and assemblies.

- Working with our local community. This might include sessions with the school chaplain, or inviting leaders of local faith groups to speak at assemblies, and organising Trust trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of learners within the schools, if necessary. The Trust will also work with parents to promote knowledge and understanding of different cultures.

Equality Considerations in Decision-Making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made. The Trust always considers the impact of significant decisions on particular groups. For example, when a Trust trip or activity is being planned, the Trust considers whether the trip:

- Cuts across any religious holidays.
- Is accessible to learners with the range disabilities and SEN at the Trust.
- Has equivalent facilities for boys and girls.

Equality of Objectives

The Trust objectives and school specific objectives to meet the requirements of this Policy are included in the Trust and Schools Improvement Plans.

Monitoring Arrangements

The Governing Body will update the equality information the Trust publish at least every year. This document will be reviewed by the Governing Body at least every 3 years.

This document will be approved by the Governing Body and the Trustees.