



## Equality Information & Objectives

### ***Our Vision***

*Achieving More Together*

### ***Our Mission***

*Working together passionately to achieve the best outcomes for our  
SEND children and young people*

Ratified by:	Achievement Support & Outreach Committee
Ratification Date:	27 <sup>th</sup> May 2021
Review Frequency: <i>Annual, Bi-Annual</i> (Subject to Academy Trust or national policy change)	
Review Date:	
Related Policies:	
Chair of Trust/Governor Signature:	
Equalities Impact Assessment date:	

## 1. Aims

Enable 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 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](#) and also complies with our funding agreement and Articles of Association.

## 3. Principles

Enable Trust is committed to equality.

The Trust has an inclusive ethos, which means all staff, pupils and parents work together to ensure that everyone, regardless of race, gender, age, sexual orientation, disability or social background can thrive.

### **Our core principles are:**

- We do our best to ensure that everyone is treated respectfully and fairly.
- We will take into account individual needs and circumstances.
- Everybody's needs are different and we understand that we should not treat everybody the same, as this may cause a disadvantage to some, we therefore, treat them equally.
- We aim to ensure a respectful environment where nobody should receive less favourable treatment because of their, colour, ethnicity, origin, age or sexual orientation.
- We provide additional targeted, and timely support for those students who require extra help.
- We involve and consult with different groups within the school community to create a democratic process for decision making.

#### 4. Equality objectives

Our expectations:

School environments aim to be supportive of the diverse needs of all our pupils, and provide a rich, varied and stimulating learning experience, which is free from bullying, victimisation and harassment.

We aim to achieve this through the recruitment of appropriately qualified staff, adhering to our safer recruitment policy, and establishing a Trust Board and Local Governing Bodies, which are representative of all sectors of the community.

Through our curriculum offer, we focus on social, moral and cultural education and reflective assemblies. Enable Trust promotes British values and ensure our pupils consider and value diversity through celebrating different cultures, in preparation for their experiences in the wider world.

Pupils are taught to respect and celebrate difference and understand that everyone, regardless of race, gender, age, sexuality or disability has equal value.

Staff model respect and understanding in all their interactions. Empathy and care for others are part of our core values.

##### **Our 4 Objectives:**

**Objective 1:** To ensure our schools are free from discrimination and that equality of opportunity for people with protected characteristics is guaranteed in the context of all recruitment processes. We will do this through undertaking regular analysis and evaluation of recruitment data and trends with regard to race, gender and disability and report on this to the Achievement, Support & Outreach sub-committee of the Board.

**Objective 2:** To ensure discrimination has no place in our schools through having in place a reasonable adjustment agreement for all staff with disabilities, to better meet their needs and ensure that any disadvantages they experience are addressed.

**Objective 3:** In addition to applying our safeguarding policy we will also seek to ensure that our recruitment practices are fair and equitable through having at least one member of every recruitment panel trained in safer recruitment, equal opportunities and non-discrimination.

**Objective 4:** To ensure different pupil groups and across the Trust's schools receive a curriculum offer that meets their needs. This will be assured through monitoring by the Board of the educational offer to all pupils, as reported by the local governing bodies.