



Equality Information and Objectives Policy

Table of Contents

1. Introduction.....	2
2. Legislation	3
3. Public Sector Equality Duty.....	4
4. Roles and responsibilities	5
5. Collecting and using information	6
6. Publishing information	6
7. Promoting equality.....	7
8. Addressing prejudice-related incidents	7
9. Complaints procedures.....	7
10. Monitoring and Review	8
Appendix A: Equality Statement (Summary)	9
Appendix B: Equality Objectives (Expanded).....	10

Equality Information and Objectives Policy

1. Introduction

- 1.1. The Corinium Education Trust (the Trust) is an ambitious and inclusive family of schools.
- 1.2. We aim to transform lives and strengthen communities:
 - We put children and young people first;
 - We inspire a lifelong love of learning and fellowship;
 - We challenge everyone to achieve more than we all first think is possible.
- 1.3. We act with courage and kindness.
- 1.4. The Corinium Education Trust's overall values are underpinned by our statutory duties under the Equality Act 2010.
- 1.5. For The Corinium Education Trust, equality is a key principle across the Trust and in each of our schools for treating all people the same, irrespective of their age, disability, gender identity and/or reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic origin, religion or belief, sex, or sexual orientation, or any other recognised area of discrimination.
- 1.6. The Trust values the individuality of all members of our wider learning community.
- 1.7. Through our rich and diverse curricula, the Trust is committed to giving all of our pupils every opportunity to achieve the highest of standards. We aim to ensure that the Trust and all of our schools promote the individuality of all our pupils, irrespective of their disability, gender identity and/or reassignment, race, colour, nationality, ethnic origin, religion or belief, sex, or sexual orientation.
- 1.8. The Trust is committed to ensuring that positive action is taken where necessary to redress any inequality that may exist, through educating pupils and staff on the value of the diversity of society.
- 1.9. The Trust recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their age, disability, gender identity and/or reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic origin, religion or belief, sex, or sexual orientation, or any other recognised area of discrimination.
- 1.10. We ensure that the education we offer across the Trust and in each of our schools fosters positive attitudes to all people.
- 1.11. The Trust has a statutory duty to publish an Equality Information and Objectives Statement. This covers the provision across the Trust and in each of our schools.
- 1.12. This policy sets out how The Corinium Education Trust determines our Equality Objectives.

2. Legislation

- 2.1. This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:
- Human Rights Act 1998;
 - Education and Inspections Act 2006;
 - Equality Act 2010;
 - Equality Act 2010 (Specific Duties) Regulations 2011
 - The Special Educational Needs and Disability Regulations 2014
 - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
 - Public Sector Equality Duty (PSED);
 - The UK General Data Protection Regulation (GDPR);
 - Data Protection Act 2018.
- 2.2. This policy also has due regard for non-statutory guidance, including the following:
- 'The Equality Act 2010 and schools' DfE (2014).
- 2.3. This policy operates in conjunction with the following Trust policies:
- Admissions Statement and school policies;
 - Concerns and Complaints Policy;
 - Data Protection Policy;
 - Equality, Equity, Diversity and Inclusion Policy (Pupils);
 - Equality, Equity, Diversity and Inclusion Policy (Staff);
 - Equality Information and Objectives Statement and Plan;
 - Grievance Policy.
- 2.4. The Equality Act 2010 provides a modern, single legal framework with three broad duties:
- Eliminate discrimination harassment and victimisation
 - Advance equality of opportunity
 - Foster good relations
- 2.5. For this policy, the Equality Act 2010 will be referred to as 'the Act'. The Corinium Education Trust and our schools fully understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:
- Age
 - Physical and mental disabilities
 - Race including colour, nationality, and ethnic or national origin
 - Sex
 - Gender reassignment
 - Maternity and pregnancy
 - Religion and belief
 - Sexual orientation
 - Marriage and civil partnership
- 2.6. The Act makes it unlawful for The Corinium Education Trust, as the responsible body for our schools, to discriminate against, harass or victimise a pupil or potential pupil:
- In relation to admissions.
 - In the way we provide education for pupils.
 - In the way we provide pupils access to any benefit, facility or service.
 - By excluding a pupil or subjecting them to any other detriment.

3. Public Sector Equality Duty

- 3.1. The Public Sector Equality Duty places additional duties on public sector organisations such as multi-academy trusts like The Corinium Education Trust. The duties include working proactively to eliminate discrimination based on the nine protected characteristics.
- 3.2. The Trust welcomes its duties under the Equality Act 2010. We aim to meet our 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; and
 - Promote mental health and wellbeing.
- 3.3. The Trust is committed to:
 - Promoting the welfare and equality of all its staff, pupils and other members of the school community;
 - Creating a learning and working environment free from bullying, harassment, victimisation and unlawful discrimination, where individual differences and the contributions of all staff are recognised and valued;
 - Promoting dignity and respect for all;
 - Training leaders, managers, all other employees and our pupils about their rights and responsibilities.
- 3.4. The Trust sees all members of our wider learning community as of equal value, regardless of any protected characteristic. The Trust's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.
- 3.5. The Trust's Equality Information and Objectives Statement sets out how the Trust and our schools are meeting the Public Sector Equality Duty and outlines how equality of opportunity is ensured for all members of our wider learning community.
- 3.6. The Trust will consult with all stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.
- 3.7. To achieve this, the Trust has established the following core Equality Objectives:
 - **Culture:** To eliminate all forms of prejudice and discrimination and promote a culture of understanding, acceptance and positive action;
 - **Curriculum:** To ensure inclusion is a strong and consistent thread that runs through all activities;
 - **Outcomes:** To systematically plan to improve our understanding and promotion of diversity to help us raise standards and advance equality of opportunity.
- 3.8. The Corinium Education Trust's Equality Objectives are expanded in our Summary Equality Statement and Objectives and in Appendix A.
- 3.9. The Trust will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the Public Sector Equality Duty.

- 3.10. The Trust's liability not to discriminate, harass or victimise does not end when a pupil or member of staff has left a school, but will apply to subsequent actions connected to the previous relationship between school and pupil/member of staff, such as the provision of references or access to former communications and activities.
- 3.11. The Trust will promote equality of opportunity for all staff and job applicants and will work in line with the Equality, Equity, Diversity, and Inclusion Policy (Staff).

4. Roles and responsibilities

- 4.1. The Corinium Education Trust's Board of Trustees is responsible for:
- Ensuring that the Trust and our schools comply with the appropriate equality legislation and regulations;
 - Ensuring the Trust and our schools meet our obligations under the Public Sector Equality Duty to:
 - Publish equality objectives at least every four years commencing on the date of the last publication;
 - Update and publish information every year to demonstrate the Trust's and our schools' compliance with the Public Sector Equality Duty;
 - Ensuring that the Trust's and our schools' policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans;
 - Ensuring that the Trust's Admissions Statement and our schools' Admissions Policies do not discriminate in any way;
 - Ensuring equal opportunities in our staff recruitment and promotion practices, professional development programmes and in membership of the governing board;
 - Proactively recruiting high-quality applicants from under-represented groups;
 - Providing information in appropriate and accessible formats;
 - Ensuring that the necessary disciplinary measures are in place to enforce this policy.
- 4.2. The Trust Lead (CEO) and our headteachers are responsible for:
- Implementing and championing this policy and its procedures;
 - Ensuring that all staff members receive the appropriate equality and diversity training as part of their induction and continuing professional development;
 - Ensuring that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy;
 - Actively challenge and take appropriate action in any case of discriminatory practice;
 - Address any reported incidents of harassment or bullying in line with DfE guidance;
 - Produce an annual report on the progress of implementing the provisions of this policy and report it to The Corinium Education Trust's Board of Trustees and our schools' local governing bodies.
- 4.3. All employees are responsible for:
- Being mindful of any incidents of harassment or bullying across the Trust and in their schools;
 - Tracking and monitoring any instances of discrimination and dealing with these in a consistent manner, making a report to their headteachers as necessary and following up with pupils as required;
 - Identifying and challenging bias and stereotyping within the curriculum and The Corinium Education Trust's and/or their school's culture;
 - Promoting equality and good relations, and not harassing or discriminating in any way;
 - Monitoring pupils' progress and needs to ensure the appropriate support is in place;
 - Keeping up-to-date with equality legislation and its application by attending the appropriate training;
 - Championing equality, diversity and inclusion.

- 4.4. All pupils are expected to:
- Actively encourage equality, diversity and inclusion within their schools by contributing their cultural experiences and values;
 - Report any incidences of bullying or harassment, whether to themselves or to others, members of staff and/or their headteachers;
 - Abide by all of The Corinium Education Trust's and their schools' equality, diversity and inclusion policies, procedures and codes;
 - Not to discriminate or harass any other pupil or staff member.
- 4.5. The Trust and each of our schools will have an equality page on their website, in order to demonstrate how we are complying with the Public Sector Equality Duty in the Equality Act 2010 and advancing equality of opportunity.

5. Collecting and using information

- 5.1. In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in our Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.
- 5.2. The Corinium Education Trust will collect equality information for the purpose of:
- Identifying key issues, e.g. any unlawful discrimination in teaching methods;
 - Assessing performance, e.g. any benchmarking against similar organisations locally or nationally;
 - Taking action, e.g. to adapt working practices to accommodate the needs of staff who share protected characteristics.
- 5.3. The Trust will build an equality profile for staff to assist with identifying any issues within our recruitment regime. The Trust and our schools will obtain the following information from their staff:
- Recruitment and promotion;
 - Numbers of part-time and full-time staff;
 - Pay and remuneration;
 - Training;
 - Return to work of staff members on parental leave;
 - Return to work of disabled employees following sick leave relating to their disabilities;
 - Appraisals;
 - Grievances (including about harassment);
 - Disciplinary action (including for harassment);
 - Dismissals and other reasons for leaving.
- 5.4. The Trust will use the information it obtains to analyse any gaps present in its equality documentary, including the staff and pupil Equality, Equity, Diversity and Inclusion Policies.

6. Publishing information

- 6.1. The Corinium Education Trust will publish information to demonstrate our compliance with the Act. The Trust will publish information relating to people within our wider learning community who share relevant protected characteristics, including:
- The Trust's employees;
 - People affected by the schools' policies and procedures.

- 6.2. The school will not provide this information if:
- The employee is employed under contract personally to do work;
 - The employer does not have this information, and it is not reasonably practicable for the employer to obtain the data.
- 6.3. The Corinium Education Trust will publish findings in its annual report.
- 6.4. When the Trust grows to over 250 employees, the Trust will publish the following information annually with regard to the gender pay gap:
- The difference between the mean hourly rate of pay of male and female full-pay relevant employees;
 - The difference between the median hourly rate of pay of male and female full-pay relevant employees;
 - The difference between the mean bonus pay paid to male and female employees;
 - The difference between the median bonus pay paid to male and female employees;
 - The proportions of male and female relevant employees who were paid bonus pay; and
 - The proportions of male and female full-pay relevant employees in lower, lower middle, upper middle, and upper quartile pay bands.
- 6.5. When the Trust has more than 250 employees the above information will be updated and published annually on the Trust's and our schools' websites in a manner that is accessible to all its employees and to the public for a period of at least three years from the publication date.

7. Promoting equality

- 7.1. The Corinium Education Trust's Equality, Equity, Diversity, and Inclusion Policies (Pupils and Staff) set out the Trust's and our schools' approach to promoting equality and diversity across our wider learning community.

8. Addressing prejudice-related incidents

- 8.1. The Trust is opposed to all forms of prejudice. The Trust and our schools will ensure that all pupils and staff are aware of the impact of prejudice. The Trust will address any incidents immediately and, where appropriate, report them to the LA.
- 8.2. The Trust and our schools carefully monitor any reports of bullying and prejudice and deal with them accordingly. Training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

9. Complaints procedures

- 9.1. The Trust and our schools aim to resolve all complaints at the earliest possible stage and we are dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the Trust and our schools provide.
- 9.2. The Trust and our schools will adhere to the Trust's Concerns and Complaints Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the Trust's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in our Concerns and Complaints Policy.

- 9.3. The Trust and our schools will work to develop good professional relationships between colleagues; however, the Trust understands that sometimes conflicts may arise. Through maintaining open communication, the Trust and our schools want our employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the Trust's Grievance Policy.

10. Monitoring and Review

- 10.1. Through the Corinium Education Trust's Leadership Group, the Trust Lead (CEO) and Headteachers will review this policy annually, to ensure that all procedures are up-to-date, before sharing it with Trustees.
- 10.2. The policy will be monitored and evaluated by the Trust Lead (CEO) and the Trust's Board of Trustees in the following ways:
- Individual attainment data;
 - Equal opportunities recruitment data;
 - Equality impact assessments;
 - Ofsted inspection judgements on equality and diversity;
 - Incident records related to harassment and bullying; and
 - Stakeholder surveys.
- 10.3. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the Trust's and our schools' websites annually.
- 10.4. Any changes made to this policy and our Equality Objectives and plan will be communicated to all relevant stakeholders.

Appendix A: Equality Statement (Summary)

As an ambitious and inclusive family of schools, we welcome our duties under the Equality Act 2010.

We consider all individuals when carrying out our day to day work and we have to due regard to the need to:

1. **Eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited by the Act;
2. **Advance equality of opportunity** between people who share a protected characteristic and those who do not;
3. **Foster good relations** between different people who share a protected characteristic and those who do not.

These direct actions are reflected in our ethos and inform our behaviours and decision making. They influence how we act as employers, how we develop, evaluate and review policy; how we design, deliver and evaluate services, and how we commission and procure from others.

We will not discriminate against, harass, or victimise any pupil, prospective pupil, or member of staff or any other member of our wider learning community because of their:

• Age	• Disabilities, including mental and physical impairment	• Gender identity and/or reassignment
• Marriage or civil partnership	• Pregnancy and maternity	• Race, including colour, nationality, and ethnic or national origin
• Religion and belief	• Sex	• Sexual orientation

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on advancing equality and diversity, and fostering good relationships to eradicate prejudicial incidents affecting pupils and staff.

We are not only committed to eliminating discrimination, but also to increasing our understanding and appreciation of diversity.

Our specific duty to publish relevant, proportionate information showing compliance with the Equality Duty, is summarised in this Equality Statement and our Equality Objectives and further reflected in our suite of policies:

- Equality information and objectives policy
- Equality, equity, diversity and inclusion policy (staff)
- Equality, equity, diversity and inclusion policy (pupils)

Appendix B: Equality Objectives (Expanded)

Equality objectives:	Why we have chosen these objectives:	To achieve these objectives we will:
<p>1. Culture: To eliminate all forms of prejudice and discrimination and promote a culture of understanding, acceptance and positive action.</p>	<p>The Equality Act 2010 introduced a single Public Sector Equality Duty which requires all schools to have due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination; • Advance equality of opportunity; • Foster good relations. 	<ul style="list-style-type: none"> • Ensure that staff and governors are aware of current legislation surrounding equality, diversity and inclusion, and fully understand and share our collective responsibility; • Facilitate and engage in training to further improve our knowledge, deepen our understanding of anti-discriminatory practice and challenge group think etc; • Challenge discrimination and disadvantage and call out the use of homophobic, misogynistic, sexist and racist language and behaviour; • Develop a rigorous anti-bullying policy and sharpen practice so that all pupils and staff are protected from harassment and discrimination of all kinds. This, and our behaviour for learning policies, will outline how we respond to any use discriminatory or otherwise offensive language; • Develop a Trust-wide approach to mental health and promote pupil and staff wellbeing; • Improve accessibility across the Trust for pupils, staff and visitors with disabilities, including access to specialist teaching areas; • Improve, by reference to protected characteristics, the recruitment, retention, progression, career development and experience of all employees, so that staff performance is further enhanced, staff satisfaction increases and the staff team reflects the wider diversity in society.
<p>2. Curriculum: To ensure inclusion is a strong and consistent thread that runs through all activities.</p>	<p>We are an ambitious and inclusive family of schools. All schools are required as 'part of a broad and balanced curriculum to promote the spiritual, moral, cultural, mental and physical development of pupils and society.'</p>	<ul style="list-style-type: none"> • Develop and implement broad, balanced and ambitious curricula which represent a diverse culture and society and encourage tolerance and respect; • Train staff to deliver and educate pupils through our schools' curricula and provide support so that they understand and respect other people's views and beliefs; • Reinforce and promote equality implicitly across our schools' curricula and explicitly through PSHE, RE and enrichment activities, in addition to specific programmes and assemblies that focus on protected characteristics; • Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities which challenge perceptions, eliminate discrimination and raise aspirations; • Prepare our pupils for life in modern Britain and equip them with the skills to enable them to make positive contributions to the diverse communities in which they live, learn and work.
<p>3. Outcomes: To systematically plan to improve our understanding and promotion of diversity to help us raise standards and advance equality of opportunity.</p>	<p>Proportion of boys and girls relatively equal; more boys at Kemble and Siddington. Pupil Premium 19% overall, but 25% and 39% at Chesterton and Siddington respectively SEND 17% overall, but 23% and 26% at Chesterton and Siddington respectively</p>	<ul style="list-style-type: none"> • Maximise the attendance, attainment, and inclusion of pupils vulnerable to disadvantage, including those with special educational needs and protected characteristics; • Close the achievement gap by ensuring there is no significant difference in the progress made by different groups of learners; • Demonstrate high expectations, establish consistent routines and protocols; • Deliver our ambitious, knowledge-rich curriculum for all (see 2 above); • Maintain our Trust-wide focus on literary; • Share an unwavering focus on improving outcomes and overcoming the barriers to achieving them; • Ensure all teaching is good or better (see Trust commitment); • Use the Pupil Premium and National Tutoring Programme to provide high quality and effective support to close identified gaps (see Trust 'Parent Pledge'); • Provide an enjoyable, inspiring and safe environment in which all our children can experience an excellent education free from harm, flourish and achieve.

Document History

Creation Date	March 2023 (replaces individual school policies)
CET Lead	Trust Lead (CEO) in consultation with Headteachers
Approved by	Trustees
Review frequency	Annual

Review date	Significant amendments	Made by	Next review
Mar 2023	New MAT wide-policy as a part of a suite of policies related to equality, diversity and inclusion following EDI training at Governance Seminar in June 2022. Review of individual schools' and comparative MAT Equality Objectives and policies. Follows consultation on new Equality Objectives in January 2023. Based on exemplar from The School Bus (updated 2022)	CXH	Mar 2024