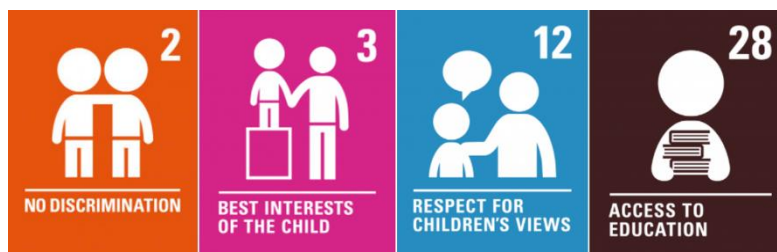




Policy for

Equality Information and Objectives



Prepared by:	Shared with schools
CEO	Autumn 2023

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Statement of intent

All AET policies are written to support our schools and communities. We do this by ensuring they are always in line with our Colleague Values:



Applying these values to everything we do means always acting with integrity, in the interests of others, being honest, open and transparent and putting the safety of our children first.

Ash Grove Academy recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

The MAT / School has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the MAT / School determines its equality objectives.

1. Roles and responsibilities

LAC will:

- Ensure that the MAT / School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED 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 MAT / School compliance with the PSED.
- Ensure that the MAT / School's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the MAT / School's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of LAC.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Principal will:

- Implement and champion this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure 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 LAC.

Employees will:

- Be mindful of any incidents of harassment or bullying at Ash Grove Academy.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the Principal as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the MAT / School's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other pupil or staff member.

- Actively encourage equality and diversity at Ash Grove Academy by contributing their cultural experiences and values.
- Report any incidents of bullying or harassment, whether to themselves or to others, to a member of staff.
- Abide by all the MAT / School's equality and diversity policies, procedures and codes.

Ash Grove Academy will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010 and advancing equality of opportunity.

2. Equality objectives

Ash Grove Academy is committed to promoting the welfare and equality of all its staff, pupils and other members of the Ash Grove Academy community.

Ash Grove Academy sees all members of the school community as of equal value, regardless of any protected characteristic. Ash Grove Academy'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.

Ash Grove Academy's Equality Information and Objectives Statement sets out how the school is meeting the PSED and outlines how equality of opportunity is ensured for all members of our community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the Ash Grove Academy website annually.

Ash Grove Academy will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, Ash Grove Academy has created an Equality Information and Objectives Statement, which can be found on the website by clicking [here](#).

The school 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 PSED.

3. Collecting and using information

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 the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the MAT / School's legal obligations.

Ash Grove Academy will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

Ash Grove Academy will build an equality profile for staff to assist with identifying any issues within their recruitment regime. Ash Grove Academy 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.

Ash Grove Academy will use the information it obtains to analyse any gaps present in its equality documentary, including the Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy.

4. Publishing information

The MAT will publish information to demonstrate its compliance with the Act. The MAT will publish information relating to people within each MAT / Schools community who share relevant protected characteristics, including:

- The MAT / School's employees.
- People affected by the MAT / School's policies and procedures.

The MAT / 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.

The MAT will publish findings in its annual report.

The MAT 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.
- The proportions of male and female full-pay relevant employees in lower, lower middle, upper middle, and upper quartile pay bands.

The above information will be updated and published annually on the MAT / School website 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.

5. Promoting equality

The MAT / School's Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy set out the MAT / School's approach to promoting equality and diversity across the whole MAT / School community.

6. Addressing prejudice-related incidents

Ash Grove Academy is opposed to all forms of prejudice. Ash Grove Academy will ensure that pupils and staff are aware of the impact of prejudice and will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with 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.

7. Complaints procedures

The MAT / School aims to resolve all complaints at the earliest possible stage and is 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 MAT / School provides.

The MAT / School will adhere to the Complaints Procedures 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 MAT / School's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

Ash Grove Academy will work to develop good professional relationships between colleagues; however, Ash Grove Academy understands that sometimes conflicts may arise. Through maintaining open communication, Ash Grove Academy wants its 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 MAT / School's Grievance Policy.