



## Trust Equality Information and Objectives

<b>Date of Last Review:</b>	July 2022
<b>Status:</b>	Statutory
<b>GB responsibility:</b>	Trust Board
<b>Staff Lead:</b>	Ahson Mohammed
<b>Review Process:</b>	4 Yearly
<b>Location:</b>	R:\SLT\Policies
<b>Date of Next Review:</b>	Autumn 2026

CEO: Mr Ahson Mohammed

The 'Compass Education Trust Limited' is a charitable company limited by guarantee.  
Registered company no: 07666213. Registered office: The Billericay School, School Road, Billericay, CM12 9LH

### **1. Aims**

Our 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](#).

This document also complies with our funding agreement and articles of association.

### **3. Roles and responsibilities**

The governing board of each school will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the schools, including to staff, pupils and parents, and that the published equality information is updated every year and the objectives are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to their headteacher

The governing board will:

- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the trust board regarding any issues

The headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors
- Raise and discuss any issues with the governing board
- Identify any staff training needs and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### **4. Eliminating discrimination**

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

Where relevant, our trust policies include reference to the importance of avoiding discrimination and other prohibited conduct.

#### **5. 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 particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

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

- Publish attainment data each academic year showing how pupils 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 (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

#### **6. Fostering good relations**

The schools aim 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. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality objectives**

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The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We regularly review the progress we are making to meet our equality objectives.

### **Equality objectives:**

- Closing the attainment gaps between “groups” of learners, with a particular focus on gender and students with additional learning needs.
- To eradicate homophobic or derogative language.
- Ensuring the Compass Trust recruitment processes openly encourage a diverse range of applicants and those applications are considered individually and comprehensively in order to ensure equality of opportunity.
- Adopting proactive measures to further develop in all employees and students across the Trust, a culture and ethos that embraces diversity and recognises the need for equality.
- Ensuring Compass Trust governors and staff are appropriately trained in equality and diversity such that they are empowered to support and encourage the value of fairness and difference in the Academy and community they serve.

- To ensure that student and staff voice equitably represents the views of under-represented groups such as LGBTQ+, Menopause and Cultural Diversity and that this informs the strategic direction of our school.
- To ensure our hidden curriculum, culture and climate is fully Inclusive and reflects the best of what has been thought and said by all communities represented within the protected characteristics of the Equality Act.
- To improve the outcomes of Upper Ability students across the curriculum
- Review how our extra-curricular offer supports the enrichment of students' learning and experiences.

### **9. Monitoring arrangements**

The trust board will recommend any update to the equality information we publish at least every year.

This document will be reviewed by trust board at least every 4 years.

This document will be approved by trust board.

### **10. Links with other policies**

This document links to the Accessibility plan