



*"Excellent Learning, Teaching and Leadership for All"*

# Equalities information and objectives

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| Policy Ratified by | WLP Trustees |
| Ratification Date  | May 2023     |
| Policy Review Date | May 2024     |

## 1. Introduction

Windsor Learning Partnership is committed to ensuring equality of opportunity in line with the Equality Act 2010. We recognise that groups have suffered disadvantage because of their characteristics and we strive to reduce disadvantages, discrimination, and inequalities of opportunity, and promote diversity in terms of our students, our workforce, and the communities in which we work.

We encourage our students to achieve their very best potential. Where students experience barriers to their success we will look for effective strategies to address these in a sensitive and sympathetic way. We teach our students the importance of equality and what forms discrimination can take and the impact that it can have. We also encourage our students to make their own commitment to promoting equality.

Windsor Learning Partnership will fulfil its statutory Public Sector Equality Duty to consider the needs of students and their families, employees, governors visitors and contracted service providers in terms of:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by The Act.
- Advancing equality of opportunity between people who share protected characteristics, and those who do not.
- Fostering good relations between people who share a protected characteristic, and those who do not.

The protected characteristics under The Act are:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity

All the protected characteristics are covered by the employment provisions of the Act; however the protected characteristics of age, marriage and civil partnership do not apply to students. It is not a breach of equality law therefore for schools to admit and organise students in age groups.

## 2. Eliminating discrimination

- Each school within the Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- Staff and governors are reminded regularly of their responsibilities under the Equalities Act.
- Reasonable adjustments will be made to the schools environment to make all activities as accessible and welcoming as possible for students, staff, and visitors.
- Where relevant, policies include reference to the importance of avoiding discrimination and other prohibited content.
- Bullying and prejudice related incidents are carefully monitored and dealt with effectively.
- All appointment panels will give due regard to equality issues ensuring that no one is discriminated against when it comes to recruitment, promotion, or training opportunities.
- To interview all applicants with disabilities who meet the minimum criteria for a job vacancy
- Each school will actively promote equality, diversity, and fundamental British values through the curriculum by creating an environment which demands respect for all.
- Challenge racial inequalities and oppressive racial norms and assumptions.

## 3. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, each school within Windsor Learning Partnership aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have.
- Encouraging student who have a particular characteristic to participate fully in all activities. ( e.g. encouraging all pupils to be involved in the full range of extracurricular activities)
- Publishing attainment data which shows how students with different characteristics are performing.
- Taking action to close any gaps in progress or achievement.
- Taking positive action, which is proportionate, to address the disadvantage faced by particular groups of children and staff members with protected characteristics, such as targeted support.

#### 4. Fostering good relations

All schools within Windsor Learning Partnership aim to foster good relations between those who share protected characteristics and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in Religious Education, citizenship, Relationship and sex education (RSE) and health, personal, social, health and economic (PHSE) education, but also activities in other curriculum areas. For example, as part of teaching and learning English, pupils will be introduced to literature from a range of cultures.
- Seeking feedback from Student Councils.
- Holding assemblies which focus on relevant issues.
- Working with our local communities.
- Promoting whole school ethos and values which challenge prejudice/based discriminatory language, attitudes, and behaviour.
- Review relevant feedback from parents' questionnaires and from parents' evenings, and from issues raised in Annual Reviews or reviews of progress on Individual Education Plans / Personalised Provision Maps, mentoring and support.

#### 5. Equality Objectives

The Equality Objectives represent the priorities of Windsor Learning Partnership, and also consider local and national priorities:

- To provide school environments that welcome, protect and respect diverse people.
- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools. In particular, we will seek to further improve the progress made by groups of students by characteristic.
- To achieve inclusivity and cohesion between all student groups, through education, understanding and celebration of different cultures, religions, sexualities, and ethnicities.
- To ensure all students have equality of opportunity.
- To challenge stereotypes that can deny opportunities to students through option and careers guidance and extra-curricular activities.
- To further develop student and staff wellbeing and positive mental health

- Treat all employees and job applicants fairly and ensure that they are not discriminated against because of their race, gender, disability, age, religion. Nationality, social background, or sexual preference.
- Ensure that representation at Senior Leadership and Governance at all levels reflects diversity nationally, offering a range of expertise to support our schools and local communities.

To enable Windsor Learning Partnership to achieve our Equality Objectives we will:

- Involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies, and procedures.
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- Ensure that the schools' curriculum makes explicit and implicit provision to promote and celebrate diversity.
- Have high expectations of behaviour which demonstrates respect to others.
- Ensure that all reasonable adjustments are made to ensure equality of opportunity.
- Monitor the implementation of the policy through the Local Governing Body meetings, holding Senior leaders to account.

## 6. Monitoring Arrangements

Our Equality Objectives will be reviewed annually and ratified by the Board of Trustees.