



## Equality and Diversity Policy

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### 1. Aims

Latchmere Academy 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 requires Latchmere Academy Trust 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: advice for schools](#).

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

### 3. Roles and responsibilities

The governing board will:

- Ensure that the Equality and Diversity information and objectives as set out in this statement are published and communicated throughout the Latchmere Academy Trust, including to staff, pupils and parents

- Ensure that the published Equality and Diversity information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The Equality and Diversity link governor is: David Weaver

They will:

- Meet with the designated member of staff for Equality and Diversity every term 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 full governing board regarding any issues

The executive headteacher will:

- Promote knowledge and understanding of the Equality and Diversity objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

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

- The Latchmere Academy Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the Latchmere Academy 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, or LGBTQ+ pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- 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 activities)
- Having a flexible approach to school uniform for children with sensory sensitivities

## **6. Fostering good relations**

The Latchmere Academy Trust aims 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. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- 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
- All pupils are encouraged to participate in the school activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

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

The Latchmere Academy Trust ensures it has due regard to Equality and Diversity considerations whenever significant decisions are made.

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

- Impacts any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls
- Is Autism friendly

The Latchmere Academy Trust keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our Equality and Diversity duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Social stories are created for students who may benefit from these to prepare them for any upcoming trip. These are a tool to help individuals with ASD or anxiety to understand what to expect to alleviate levels of worry. Social stories involve use of visuals and clear language. Staff share these social stories with the child and their parents.

## **8. Equality and Diversity objectives**

### **Objective 1**

From September 2021 the Trust's current offer of black and minority history and literacy will be reviewed.

Opportunities to develop this area of our curriculum will be identified, alongside best practice and appropriate adaptations.

The curriculum will be adapted and new knowledge embedded within our learning across the 2022 school year.

**Why we have chosen this objective:** To ensure our curriculum is representative of the diverse community. To expose children to a more varied education and for children from different backgrounds to relate to the teaching they partake in.

**To achieve this objective, we plan to:**

Implement an Equality and Diversity team to raise the profile, research and champion adaptations to the curriculum.

Review the current curriculum to find where black and minority history and literacy are well represented and where additional adaptations should be made.

Identify best practice from other schools that link with current topics so that adaptations are meaningful.

The Equality and Diversity team will form connections with other local schools to share best practice.

Ensure year group reading lists include authors and subject content that represent the black and minority communities.

**Progress we are making towards this objective:**

In the 2020-21 school year, the Latchmere Academy Trust has taken steps to reorganise subject teams and has set up an Equality and Diversity team.

A diverse reading list has been produced and shared with each year group.

The subject budget has been spent on diverse reading books for each year group which will be incorporated into year group planning.

The Equality and Diversity team have promoted Black History Month across the Trust, creating accessible resources for class teachers.

## **Objective 2**

**From September 2021 we will take steps to engage with our minority communities to ensure they are represented in all aspects of Latchmere Academy Trust life.**

**Why we have chosen this objective:** Research suggests that parents play a crucial role in supporting their children's learning, and levels of parental engagement are consistently associated with children's academic outcomes. Therefore, it is vital that all families engage with the school to ensure the best outcomes for their children. The Trust is also keen to ensure our school communities are represented in the Trust and governing bodies, parent rep groups, parents' association and staff team so that this is reflective and representative of the local community.

**To achieve this objective, we plan to:**

Communicate more regularly with all parents.

Offer remote meetings so more parents can attend.

Research how best to engage parents from diverse minority backgrounds in school life. Find and share best practice across other schools.

### **Progress we are making towards this objective:**

The Equality and Diversity Team has been set up to research evidence based best practice and recommend next steps for the Trust.

As part of the celebration of Black History Month, parents/grandparents with ancestry in Africa and the Caribbean have been invited to come into school to share some black history with the children.

### **Objective 3**

**Increase the representation of teachers, governors and Trustees from black and minority ethnic communities over a 4-year period (from September 2021 to September 2025)**

**Why we have chosen this objective:** To ensure our teachers and school leaders are representative of our diverse community. With the participation of different people, the Latchmere Academy Trust will have more experiences and knowledge to draw information from. This will produce more interpretations and views of the potential impact of the decisions they are making, leading to increased sustainability and future-proofed decisions.

The objective will also ensure there are relatable BAME role models across the Latchmere Academy Trust.

#### **To achieve this objective, we plan to:**

Ensure all individuals involved in recruitment discuss potential unconscious bias at the start of the process.

Publish the Equality and Diversity policy on the school websites so that BAME candidates can feel that the recruitment process is fair.

As part of the recruitment process, share a checklist of criteria used by senior leaders to construct their shortlist; details on the interview and selection panel; details of the interview procedure and application process. This will make the process transparent to all applying.

Ensure there is a diverse interview panel where possible.

Leaders within the Trust to attend community events to learn more about the communities the trust serves.

Reflect on where new school positions are advertised.

### **Progress we are making towards this objective:**

Job opportunities within the Trust are advertised online then also shared in the school newsletter and on the staff noticeboard. This ensures that a wider range of potential applicants are aware of new positions.

## **9. Monitoring arrangements**

The Trustee board will update the Equality and Diversity information we publish at least every year.

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

This document links to the following policies:

- Accessibility plan

- Risk assessment
- Inclusion Policy