

Equality Objectives 2019/20



AGORA
LEARNING
PARTNERSHIP

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1. How the Trust meets its equality obligations

- a. To eliminate unlawful discrimination, harassment and victimisation, the Trust:
 - a. Tracks the academic performance of all children in Trust schools
 - b. Requires individual schools to monitor the academic performance of DfE recognised groups of pupils: those with special educational needs; disadvantaged pupils (i.e. pupils in receipt of the pupil premium grant and eligible for free school meals); pupils according to their ethnic origin; pupils according to gender; pupils with English as an additional language. In addition the Trust requires schools to monitor the academic performance of pupils with protected characteristics and any groups that may be identified over time.
 - c. Publishes an annual gender pay gap report
 - d. Makes its academies across the Trust aware of the requirements of the Equalities Act
 - e. Is determined to comply with the non-discrimination provisions and take due regard to this across our range of policies

- b. To advance equality of opportunity, the Trust:
 - a. Will remove or minimise disadvantages which are connected to a particular or protected characteristic where this characteristic has been declared to the Trust
 - b. Takes steps to meet the particular needs of people who declare a particular or protected characteristic
 - c. Will encourage people who have a particular characteristic to participate fully in any activities and support them to do so
 - d. Analyses attainment data which shows how all pupils are performing to help to identify whether there are areas of inequality which may need to be addressed;
 - e. Ensure its academies give due regard to the importance of advancing equality of opportunity, and ensure academies include information about the steps they have taken in response to their analysis of the available data; and

- f. Ensure equality of access to those with protected characteristics to CPD and opportunities for advancement
- c. To foster good relations between people, the Trust:
 - a. Will promote good relations between people and groups of all kinds ensuring this is inherent in many things which our academies do as a matter of course. Our academies, through their curriculum, will promote tolerance and friendship and share understanding of a range of religions or cultures. All academies in the Trust follow the guidelines of the Hertfordshire SACRE in developing their religious education curriculum
 - b. Ensures that the behaviour and anti-bullying policies of individual academies make due regard to this

2. Equality Objectives – 2018-2020

Our equality objectives are based on our analysis of data and other information.

1. To ensure that all staff and governors/Trustees are aware of current legislation relating to equality and diversity and that all governors/Trustees and staff understand the Trust's responsibility in this area
2. To monitor and analyse pupil achievement and act on any trends or patterns in the data that require additional support for pupils
3. Through each academy's curriculum, to promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities
4. To raise levels of parental and pupil engagement in learning and academy life, across all activities, including regular attendance to ensure equity and fairness in access and engagement.
5. To promote mental health awareness and develop appropriate interventions where necessary
6. To narrow gaps in progress between all groups of pupils and ensure that all groups of pupils are supported to make strong progress and achieve of their best, relative to their starting point. In particular, the Trust Board expects schools to monitor and take action to address any progress gaps evident between pupils in recognised DfE groups including pupils who are disadvantaged (i.e. pupils in receipt of the pupil premium grant); pupils with special educational needs; pupils with English as an additional language; pupils according to their ethnic origin and pupils according to their gender. In addition, the characteristics of individual pupils outside these definitions are also taken into account when monitoring progress, including that of any particular group that may be identified over time.
7. Monitor the incidence of the use of homophobic, sexist and racist language by pupils in our academies
8. To support each academy to annually review, revise and develop the curriculum so that it represents a diverse culture and society and encourages tolerance and respect and an understanding of British values
9. To respond to requests to provide information in a range of formats to support all members of the Trust's communities to engage and participate
10. To review the Trust estate with reference to access

3. Equality Targets 2018-2021 and action

Our equality targets are designed to track the Trust's progress in meeting its equality objectives.

1. **Area: Pupil achievement:** Reduce the gap at key stage 2 for disadvantaged pupils with the achievement of 'other' pupils

How will we measure success?

- a. Closing the gap to within 5% of national gap (July 2020)
- b. Reducing the gap to below national (July 2021)

2. **Area: Equality of opportunity:** Ensure that there is equality of opportunity in advancement for those staff with declared protected characteristics

Baseline position

In July 2018 the percentage of staff who believe or believe strongly that the Trust demonstrates a commitment to equality and diversity was 83%

How will we measure success?

The proportion of staff who believe or believe strongly that the Trust demonstrates a commitment to equality and diversity will be >90% (2021)

3. **Area: Impact of policies and procedures:** Improve the Trust's awareness of its impact on those with protected characteristics.

Baseline Position

All statutory policies have been developed using templates devised by a body that considers those with protected characteristics and in consultation with relevant professional associations (HfL Ltd). The impact of these in our academies has not been considered.

How will we measure success?

- a. Every academy will have current equality targets published on their websites and a review calendar (2019)
- b. All Trust wide policies have been reviewed and amended (as appropriate) (2021)
- c. The proportion of staff who believe or believe strongly that the Trust demonstrates a commitment to equality and diversity will be >90% (2021)

4. Equality Policies and Targets – Trust Academies

The Trust holds a common Equalities Statement. Individual academies statements and targets may be found at the links below:

Alban Wood Primary School and Nursery – [link](#)

Bromet Primary School – [link](#)

The Grange Academy – [link](#)

Meryfield Community Primary School – [link](#)

The Orchard Primary School – 2017-2021 - [link](#)

Oxhey Wood Primary School – [link](#)
Warren Dell Primary School - 2016-2019: [link](#)
Waterside Academy – [link](#)
Wilbury Junior School – [link](#)