



Trust - Equality Information and Objectives (Policy) (Public Sector Equality Duty)

Approving Body:	Board of Directors
Review Cycle:	1 year (4 years for Equality Objectives)
Last reviewed:	Autumn 2025
Date for next review:	Autumn 2026 (Equality Objectives Autumn 2029)

1. Aims

- 1.1 Northern Arch Learning Partnership (the Partnership) meets 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

- 2.1 This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

The Equality Act 2010: guidance - GOV.UK, which introduced the Public Sector Equality Duty and protects people from discrimination

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, 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: Equality Act 2010: advice for schools - GOV.UK.

3. Roles and responsibilities

- 3.1 The Partnership Board will:
- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Partnership, including to staff, pupils/students and parents/carers.

- Ensure that the published equality information (below) is reviewed 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 Principal/Head Teachers
- Ensure they're familiar with all relevant legislation and the contents of this document
- Complete equality and diversity training

3.2 The Principal/Head Teachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils/students
- Monitor the achievement of the objectives
- Report issues identified to the Trust Executive Team

3.3 Employees will

- Be mindful of any incidents of harassment or bullying in the academies
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the Principal/Head Teacher as necessary and following up with pupils/students as required
- Identify and challenge bias and stereotyping within the curriculum and the academy's culture.
- Promote equality and good relations and not harass or discriminate in any way.
- Monitor pupils/students' 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.

3.5 Pupils/students will:

- Not discriminate or harass any other pupil/student or staff member.
- Actively encourage equality and diversity in the academy by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the relevant Senior Leader/Pupil Support/Pastoral Team member or to another member of staff.
- Abide by the Equality Information and Objectives Policy and other relevant policies and procedures.

4. Equality information across Northern Arch Learning Partnership

4.1 Eliminating discrimination

- The Partnership is aware of its obligations under the Equality Act 2010 and complies with nondiscrimination provisions.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct
- Directors, Staff and Governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings/briefings.
- New staff receive training in the Equality Act as part of their induction, and all staff receive regular refresher training
- Each academy will monitor any equality issues, which will be updated to the Principal/Head Teacher/other senior leaders as appropriate.

4.2 Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- 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

In fulfilling this aspect of the duty, academies will:

- Publish attainment data each academic year showing how pupils/students with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response
- Make evidence available identifying improvements for specific groups

4.3 Fostering good relations

The Partnership aims to foster good relations between those who share a protected characteristic and those who do not share it by creating a prejudice free environment where individuals feel confident and at ease.

5. Equality considerations in decision-making

- 5.1 The Partnership has due regard to equality considerations whenever significant decisions are made. The Partnership always consider the impact of significant decisions on particular groups.

6. Collecting and using information

- 6.1 In accordance with the requirements outlined in the UK General Data Protection Regulation (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

- 6.2 The academies will collect equality information for the purpose of:

- Identifying key issues
- Assessing performance
- Taking action

7. Addressing prejudice-related incidents

- 7.1 The Partnership is opposed to all forms of prejudice. The Partnership will ensure that pupils/students and staff are aware of the impact of prejudice. The academy will address any incidents immediately and, where appropriate, report them to the CEO/Partnership Board.

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

8. Equality Objectives 2025-2029

- 8.1 The Partnership has agreed the following equality objectives, which each academy will meet in line with its own context:

- **Reduce disparities in educational outcomes for pupils/students from disadvantaged backgrounds and those with protected characteristics.**
- **Ensure the curriculum reflects diverse cultures, histories, and perspectives, and increase diversity in staff recruitment and leadership roles.**

- **Remove barriers to participation in learning and enrichment activities for pupils with SEND, socio-economic disadvantage, vulnerability or other identified barriers to learning.**
- **Promote understanding and respect for all protected characteristics through the curriculum and personal development, preparing young people to be global citizens.**

9. Monitoring arrangements

- 9.1 The Trust Executive Team and Directors will review the equality information we publish, described in sections 4-8 above, at least every year.
- 9.2 The objectives in this document will be reviewed by the Trust Executive Team and Directors at least every 4 years.

10. Link with other policies

- 10.1 This policy operates in conjunction with other relevant Partnership and Academy policies.