

# REPORT TITLE: EQUALITY AND DIVERSITY REPORT

## AGENDA ITEM:

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**Report audience: Local Governing Committee**

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**Meeting date:**

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**Report author: Principal/Headteacher**

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**Report purpose: Information and discussion**

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## EXECUTIVE SUMMARY

### Purpose

The purpose of this document is to provide governors with assurance that the school is adhering with the Activate Learning Education Trust's (ALET) obligations under the public sector equality duty (PSED) by having due regard to:

- Eliminate discrimination and other conduct that is prohibited by the Equalities 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.

The Trust board delegates the responsibility for monitoring the achievement of the objectives on a daily basis to the executive team member at each school within the Trust.

Link to DFE advice -

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

### The Equalities Act 2010 (Specific Duties) Regulations 2011

This regulation requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives, this needs to be updated and published annually.

The ALET board ensures the equality information and objectives are set out in a statement and published and communicated throughout the schools and reviewed and updated every four years. (See link below).

[ESD003\\_V6\\_Equality-Diversity-and-Inclusion-Policy.pdf \(alet.org.uk\)](#)

### ALET Equality Objectives

**Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability for both staff and students.

**Objective 2:** Have in place a reasonable adjustment agreement for all staff and students with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed

**Objective 3:** Increase the representation of teachers from local black and minority ethnic communities over by July 2023, so that this group increases from 10% to 25% of the teaching workforce.

**Objective 4:** Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

**Objective 5:** Sign up to the Disability Confident employer scheme, ensuring there are a sufficient number of senior managements who are trained to help address the under-representation of people with disabilities in the workforce.

All school staff are expected to have regard of the Equality and Diversity Policy and work to achieve the objectives.

## REPORT BODY

All Schools have their own local context and as part of the scheme of review for the Trust, each school is reporting progress (via this template) against our obligations under the public sector equality duty (PSED) to have due regard to:

- Eliminate discrimination and other conduct that is prohibited by the Equalities 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.

### Eliminating Discrimination

This is achieved by but not limited to:

- RSHE Curriculum
- A broad and balanced curriculum addressing discrimination in a variety of subjects
- Cultural visits and speakers
- The Respectful Behaviours Manifesto.
- Speak up Speak Out campaign
- A culture of open conversation between staff
- Well understood and used safeguarding reporting systems
- All racial incidents recorded, addressed and monitored.

### Advancing equality of Opportunity

This is achieved by but not limited to:

- Ensuring students groups are contextually represented in events and opportunities
- Developing opportunities for students that promote equity as well as equality
- A strong House system and a wide variety of sport & fitness on offer
- Student Council representing student body
- Regular use of staff and student voice to drive strategic planning
- Attainment data for disadvantaged students shared with HoD for planning and intervention
- Maximum use of NTP for disadvantaged students

## Fostering good relations

This is achieved by but not limited to:

- Visiting speakers
- Respectful Behaviours Manifesto
- Promotion of TGS values and ALET attributes
- Clear procedures for reporting anti-social behaviour
- Good community use of buildings and strong networks with Parish Council and wider local community.
- High expectations of community behaviours in our school e.g. no litter
- Strong transition of Afghanistani and Ukrainian students into TGS

## Information about the student demographics

### Disabilities within the student cohort:

Specific Learning Difficulty (Dyslexia and accessing the curriculum due to literacy needs)	15
Social, emotional, and mental health (ADHD)	10
Hearing Impairment	3
Physical Disability	2
Autistic Spectrum Disorder	42

### Gender

Male	Female	TOTAL
323	325	648

### Ethnicity

Category	Total
White - British	514
White and Black Caribbean	21
White Other	19
Any other mixed background	14
White and Asian	10
Indian	8
Other Black African	8
Refused	7
Afghan	6
White - Irish	5
White Western European	5
Any other Black background	5

Other ethnic group	5
Gypsy/Roma	4
Bangladeshi	3
Information Not Yet Obtained	3
Pakistani	3
White and Black African	3
Any other Asian background	1
Other Gypsy/Roma	1
Black - Nigerian	1
Black Caribbean	1
White Eastern European	1

### Religion and Belief

Buddhist		Muslim	13	No Religion	282
Christian	253	Roman Catholic	13	Other Religion	6
Jewish	2	Sikh	4	Refused	74
Hindu	1			Total	

### Socio Economic

Students from low-income households	Number of students	Percentage of school population
Number of students currently eligible for free school meals (FSM)	126	19.4

### Special Educational Needs

	Number of Students	Percentage of school population
No Special Educational Need	576	88.9
School Support	55	8.5
Education, Health and Care Plan	17	2.6
Total	648	

### English as a second language

	Total	Percentage of school population
Number of students who speak English as an additional language	36	5.6%

### Looked after Children

3
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## Young Carers

1

## Other vulnerable students

Children of Service families: 4

Children with Gypsy, Roma, Traveller (GRT) heritage: 6

## Main Challenges at the school:

The challenges below are being directly addressed by ongoing actions, including but not limited to:

- Reducing persistent absence of disadvantaged students
- Reducing exclusions for disadvantaged students
- Eliminating homophobic (and other offensive) language.
- Increase access to disadvantaged families in support of students education
- Lack of international links which will be sought 22-23

## QUESTIONS FOR REFLECTION/ DISCUSSION

### Questions

Add questions relevant to your local context.

- How might the governors discuss our role under the public sector equality duty (PSED) in link governor visits?
- Are there any areas that governors would like Trustees to consider when reviewing ALET's objective?

## CONCLUSIONS AND RECOMMENDATIONS

This paper is for information and discussion.