



# Handsworth Grange Community Sports College

## Equality Information and Objectives Statement

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## **Changes to this edition**

First Edition

## 1. Introduction

- 1.1 Minerva Learning Trust recognises and welcomes the specific and general duties it has under the Equality Act 2010 in relation to the Public Sector Equality Duty (PSED).
- 1.2 The PSED requires the Trust, as a body carrying out public functions to have due regard to:
- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
  - Fostering good relations between people who share a protected characteristic and those who do not
  - Advancing equality of opportunity between people who share a protected characteristic and those who do not

These are known as the general duties of the PSED.

- 1.3 Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:
- Remove or minimise disadvantages
  - Take steps to meet different needs
  - Encourage participation when it is disproportionately low
- 1.4 There are two specific duties of the PSED are intended to help schools within the Trust meet the general duty. They are:
- Publish information to demonstrate how the school is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
  - Prepare and publish equality objectives.
- 1.5 The Trust and its schools aims to promote pupils' spiritual, moral, social and cultural development with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and employees.
- 1.6 The Trust and Handsworth Grange Community Sports College are committed to not only eliminating discrimination but also increasing the understanding of and appreciation for diversity. This document sets out how Handsworth Grange Community Sports College meeting the general duties of the PSED and publish the equality information and objectives for 2022/23.

## 2. Protected Characteristics

- 2.1 Under the Equality Act 2010, certain groups of society will be protected, by way of a particular characteristic. These are known under the Act as protected characteristics. The Trust and the school have a statutory duty

under the PSED to minimise or remove the disadvantages suffered by those with protected characteristics and to promote equality for all.

2.2 The protected characteristics under the Act are listed below:

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

2.3 The Trust and Handsworth Grange Community Sports College will not discriminate against, harass or victimise any employee, pupil, prospective pupil, or other member of the school community because of the above characteristics.

### **3. Eliminating unlawful discrimination, harassment, victimisation and other conduct**

Handsworth Grange Community Sports College will aim to eliminate unlawful discrimination, harassment, victimisation and other conduct by:

- Creating a safe space where all people are safe.
- Offer support when needed.
- Investigate fully any concerns raised.
- Build a curriculum that teaches about unlawful discrimination, harassment, and victimisation.

All concerns raised will be recorded and evaluated to identify any trends, patterns or review any new learning that needs to take place.

Data tracked will always be broken down by the different protected characteristics to inform the school about the training employees need to support pupils.

3.1 We believe that a greater level of success from pupils and employees can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and inclusion and the benefits it can have

- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the Trust's and School's values
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open mindedness
- Challenging bias and calling it out in order to move the conversation forward.

3.2 We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

3.3 The information below demonstrates the ways that Handsworth Grange Community Sports College eliminates unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act:

3.3.1 Through the framework of implemented across the Trust:

- Equality, Diversity and Inclusion Policy
- Supporting pupils with medical conditions policy
- Staff code of conduct
- School behaviour policy including anti-bullying
- Safeguarding and child protection policy
- Complaints policy
- Discipline and grievance policies
- Family friendly policies
- Flexible working policy
- Special educational needs and disability policy
- Add any others relevant but not listed

3.3.2 Confirmation of meetings, training etc. Where employees/governors are reminded of their duties under the Act

3.3.3 Equality Act Training – all staff and Governors will have access to training around the equality act and how this impacts their role and duties.

3.3.3 The school logs and records any incidents relating to equality such as:

- Bullying
- Harassment
- Discrimination (breakdown of all types)

These records are reviewed for patterns and outcome. The reports are shared regularly with the local Governing Body every half term.

## **4. Fostering good relations**

- 4.1 We are committed to fostering good relations between people who share a protected characteristic and those who do not. We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.
- 4.2 Our pupils are taught to be:
- Understanding of others.
  - Celebratory of diversity.
  - Eager to reach their full potential.
  - Inclusive. Aware of what a true inclusive community looks like and how to take an active part in a positive inclusive community. Students are taught to be part of an inclusive community. Steps are taken to teach students what this means, and support is given to those who struggle to be active inclusive members of our community.
  - Aware of what constitutes discriminatory behaviour.
  - Active members of our community.
- 4.3 The Trust's employees will not:
- Discriminate against any member of the school community
  - Treat other members of the school community unfairly
- 4.4 The Trust's employees will:
- Promote diversity and equality.
  - Encourage and adopt an inclusive attitude.
  - Lead by example.
  - Seek training if they need to improve their knowledge in a particular area.
- 4.5 Throughout the year, the Trust and the school provides a variety of opportunities to celebrate diversity including:
- Planning activities for key diversity awareness days
  - Inviting guest speakers to speak to pupils and employees about diversity
  - Incorporating lessons about diversity into the curriculum
  - Building assembly and tutor periods around the 9PC.

## **5. Advance equality of opportunity**

- 5.1 The Trust and the School value diversity and works pro-actively to ensure that people who share a protected characteristic are represented in the school

community and are able to access the same opportunities as those who do not.

- 5.2 Within Governance, the Trust central team are working with Trustees and Local Governing Bodies to target recruitment for vacancies in a wide range of places to attract individuals from diverse backgrounds, characteristics and experience to bring their skills and expertise to the roles.
- 5.3 Handsworth Grange Community Sports College takes the following actions to ensure all students have equal opportunities:
- Attainment data between groups of pupils and action being taken
  - Steps taken in response to the data to advance equal opportunities
  - Evidence of bullying incidents of pupils with protected characteristics
  - Where data is harder to obtain, then consider how the school supports pupils through initiatives, training and policies
  - Data on participation in school activities of different groups and steps taken to improve this
  - Data on career progression across different groups and steps taken to improve opportunities
  - Data on exclusions and actions taken to ensure protected characteristics do not place a pupil at a disadvantage or risk of discrimination
  - Data on attendance patterns and steps taken to improve this within different groups

## **6. Equality in the workplace**

- 6.1 The Trust and the School are committed to ensuring that no decisions in respect of an employee's employment or dismissal from the Trust will be determined as a result of direct or indirect prejudice.
- 6.2 The Trust Recruitment Policy requires all vacancies to be openly advertised unless there is good reason not to and appointments are made using objective criteria set out in a person specification which is shared with potential applicants in the recruitment pack. Applicant data is collated and monitored to identify areas for improvement and opportunities to target adverts at specific groups are taken where available.
- 6.3 All employees will have access to development opportunities through the Trust ROUTES programme and other provision where identified as appropriate through their annual performance development review.
- 6.4 The Trust will maintain data in respect of allegations of harassment, discrimination, victimisation or bullying made by employees within the workplace and utilise this information to address issues, modify policies and procedures where appropriate and identify training needs in respect of equalities issues.

6.5 The school will support all colleagues to complete training that outlines the protected characteristics, and the barriers students may face and how we can support to eliminate this. All training includes analysis of data gaps that may demonstrate inequality.

## **7. Equality objectives**

7.1 The Equality Objectives for Handsworth Grange Community Sports College for 2023 - 2024 are:

- To increase participation of disabled pupils in after school activities
- Increase participation of all SEND students in after school activities
- To reduce the number of homophobic incidents
- To narrow the gap in attainment between pupils with SEND compared to those without SEND in all core subject areas
- To review the curriculum to ensure it is relevant to all pupils and promotes inclusivity
- To review the personal development curriculum to ensure the 9PC are explicitly taught in all areas of the school community
- To raise attendance of students with complex needs and an EHCP in place

7.2 These objectives are set out in more detail within the School Development Plan. Progress towards achieving these objectives will be kept under review and reported to the Chief Executive Officer and Local Governing Body on a termly basis.

## **8. Monitoring and evaluation**

8.1 The school will monitor the progress it makes and the impact of actions in respect of equality, diversity and inclusion to ensure that the objectives are met. Where inequality or discrimination is found to have taken place, it will be addressed quickly and lessons will be learned to improve future practice.