

# **RMET**

## **Equality Information and Objectives Policy**

<b>Key Document Details:</b>			
<b>Approval Body:</b>	Trust Board		
<b>Author:</b>	CEO		
<b>Type of Policy:</b>	Trust Statutory	<b>Version No:</b>	2.0
<b>Last Review:</b>	May 2024	<b>Next Review:</b>	May 2025
<b>Review cycle:</b>	Annual	<b>Date Ratified:</b>	20 <sup>th</sup> May 2024

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## Document Change History

<b>Date:</b>	<b>Version:</b>	<b>Description of Changes:</b>
February 2021	1.0	First version
May 2024	2.0	Full review

## 1. Introduction and Aims

- 1.1. RMET aims to meet its obligations under the Public Sector Equality Duty (PSED) 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.
- 1.2. RMET aims to promote respect for difference and diversity in accordance with our values of respect, equality, inclusivity and community.

## 2. Legislation and Guidance

- 2.1. This document meets the requirement 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 require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.
- 2.2. This document is also based on the Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Roles and Responsibilities

- 3.1. Trustees will:
  - 3.1.1. Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, its schools, including to staff, pupils and parents;
  - 3.1.2. Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years;
  - 3.1.3. Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the CEO and Headteachers;
  - 3.1.4. Ensure familiarity with all relevant legislation and the contents of this document;
  - 3.1.5. Attend appropriate equality and diversity training.
- 3.2. The CEO and Headteachers will:
  - 3.2.1. Promote knowledge and understanding of the equality objectives among staff and pupils;
  - 3.2.2. Monitor success in achieving the objectives and report back to Trustees and Academy Committee Members.
- 3.3. The Director of Education, with responsibility for inclusion and equality will:
  - 3.3.1. Support Headteachers in promoting knowledge and understanding of the equality objectives among staff and pupils;
  - 3.3.2. Support Headteachers in identifying any staff training needs, and deliver training as necessary.

- 3.4. All RMET staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## 4. Eliminating Discrimination

- 4.1. RMET is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- 4.2. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- 4.3. Staff and Trustees are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.
- 4.4. New staff receive training on the Equality Act as part of their induction.
- 4.5. The schools have a designated member of staff for monitoring equality issues, and an equality link Academy Committee Member. They regularly liaise regarding any issues and make senior leaders and Academy Committee Members aware of these as appropriate.

## 5. Advancing Equality of Opportunity

- 5.1. As set out in the DfE guidance on the Equality Act. RMET aims to advance equality of opportunity by:
- Removing or minimising disadvantages suffered by staff/pupils that are connected to a particular characteristic they have;
  - Taking steps to meet the particular needs of staff/pupils who have a particular characteristic;
  - Encouraging staff/pupils 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 societies);
  - Review attainment and pastoral data each academic year to monitor how pupils with different characteristics are performing;
  - Implement actions in response, where needed.

## 6. Fostering Good Relations

- 6.1. RMET 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 and PSHE, but also activities in other curriculum areas;
  - 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;
  - Encouraging the implementing initiatives to deal with tensions between different groups of pupils within our schools;

- Seeking regular stakeholder feedback regarding behaviours and practices to monitor and swiftly address any emerging issues around discrimination;
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

## 7. Equality Considerations in Decision-Making

- 7.1. RMET ensures it has due regard to equality considerations whenever significant decisions are made.
- 7.2. RMET always considers the impact of significant decisions on particular groups, to ensure equitable accessibility.
- 7.3. RMET keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality Objectives

- 8.1. Each of our school's publish their equality objectives annually on individual school websites. These are also appended to this policy.

## 9. Monitoring Arrangements

- 9.1. This policy will be reviewed annually by CEO, but may be reviewed and updated more frequently if necessary.
- 9.2. At every review, the policy will be approved by the Trust Board.

## 10. Links with other Policies

- 10.1. This Equality Information and Objectives Policy is linked to the following policies and documents:
  - RMET Accessibility Policy and Plans
  - RMET Strategic Plan
  - RMET vision, values, philosophy of education and core purpose
  - RMET SEND Policy
  - All school Behaviour Policies
  - RMET Safer Recruitment Policy
  - RMET Appraisal and Capability Policy
  - RMET Discipline, Conduct and Grievance Policy

## Appendix 1 – Rainham Mark Grammar School Equality Objectives

### **Objective 1:**

To train all members of our school community on how to be an active bystander and challenge all discriminatory language to promote an inclusive environment for all students.

### **Objective 2:**

To raise awareness amongst our staff and student body to enable staff and students to identify all forms of discrimination including microaggressions and unconscious bias in order to appropriately challenge all forms of discrimination.

### **Objective 3:**

To ensure the curriculum and wider school culture represents the diversity within our staff and student body to promote a feeling of belonging amongst all members of our school community.

### **Objective 4:**

To provide appropriate and early pastoral interventions for students to promote positive behaviour and inclusion, especially for those groups over-represented in behaviour data (including boys and students with special educational needs).

### **Objective 5:**

To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.

## Appendix 2 – Riverside Primary School Equality Objectives

### **Objective 1:**

To raise equality and inclusion awareness with children and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics.

### **Objective 2:**

To train all members of staff involved in recruitment and selection on equal opportunities and non-discrimination.

### **Objective 3:**

To provide an environment and curriculum that celebrates and respects diversity and ensure that the school promotes role models and heroes that young people positively identify with.

## Appendix 3 – Twydall Primary School Equality Objectives

### **Objective 1:**

To ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and other protected characteristics.

### **Objective 2:**

To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.

### **Objective 3:**

Explicitly teach pupils about Protected Characteristics through assemblies and SMSC curriculum. Discuss how these are applicable to our school.