

## EQUALITY STATEMENT

David Ross Educational Trust (the Trust) is committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and the communities it serves

The Trust will assist students in achieving their very best potential. Where students experience barriers to their success the Trust will work with them to address these in a sensitive and sympathetic way. The Trust will teach students the importance of equality and what forms discrimination can take and the impact discrimination can have. The Trust will also encourage students to make their own commitment to promoting equality.

The Trust will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. An academy may arrange pupils in classes based on age.
2. An academy may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to academies are:

- Promoting equality and making services and employment accessible to all
- Treating people fairly, regardless of their race (colour; ethnic or national origin)
- Religion or belief
- Gender or gender identity
- Sex or sexuality
- Marital or civil partner status
- Pregnancy or maternity
- Disability
- Age

The Trust will not tolerate any of the following:

- Direct or Indirect Discrimination
- Harassment
- Victimisation

The Trust will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, the Trust will publish its equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. This information will be available on the Trust website.



### Accountability

Academy Principals hold delegated responsibility for discharging the sound application of all Trust policies.

In accordance with the Trusts terms of reference, the Chief Executive Officer has delegated responsibility for direct line management of Academy Principals and day to day oversight of the Local Governing Body of each Academy.

Therefore, should the subject of the application of this policy be the Academy Principal, the CEO will be responsible for discharging the relevant policy.

Academy Principals should inform the CEO of all matters relating to serious breaches of this policy including any major incident to be addressed under this policy promptly, preferably prior to action being taken insofar as is reasonably practicable.

### Policy Status

This policy does not form part of any employee's contract of employment.

The Trust may alter or adapt this Policy, and any components of it, at any time provided it notifies the Chairs of the Local Governing Bodies

### Equality Objectives 2018 – 2021

The Trust has set the following Equality Objectives for 2018 – 2021:

Equality objective	Why has this been chosen?
Increase the attendance of Free School Meal (FSM) students	Attendance of FSM students is too low, and therefore impacting on progress and life chances. The installation of Bromcom has resulted in central analysis of attendance data. It is updated daily allowing schools to effectively tackle the attendance in a timely manner.



David Ross Education Trust

Broadening Horizons

<p>Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for freeschool meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups</p>	<p>There is still much work to be done to reduce in school variation, and gaps are evidence in attainment and progress data. Behaviour strategies have been created with a new behaviour policy implemented at all academies.</p>
<p>Embed the Trust's values:</p> <p>Broadening the Horizons for all our students:-</p> <ul style="list-style-type: none"><li>- Aspiration (always aiming high)</li><li>- Ambition (being the best we can be)</li><li>- Courage (nothing holds us back)</li><li>- Respect (always leading by example)</li></ul>	<p>We believe that embedding these values as the core of our beliefs and the way we communicate with each other will promote cultural understanding, tolerance and equal opportunities across our workforce and our academy communities. This will improve the already very positive culture of our academies and ensure care, compassion and harmony and equality for students and staff.</p>