



SENPP-03-EQUALITY DUTY AND OBJECTIVES-00

1 INTRODUCTION

1.1 Heart of England Trust (the Trust) is a public body and is committed to the Equality Duty:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010,
- Advancing equality of opportunity between people who share protected characteristics and those who do not by:
 - the design of our core values and, ethos,
 - the development of Trust policies,
 - the delivery of services,
 - informed decision making,
- Fostering good relations between people who share a protected characteristic and those who do not,
- Consulting and involving those affected by inequality in the decisions taken by the Trust to promote equality and eliminate discrimination.

2 ROLE OF TRUST BOARD AND COMMITTEES

2.1 The Trust Board is committed to promoting equality across all aspects of the Trust's community.

- It will support the Principal and Senior Leadership Team (SLT) in tackling the barriers which promote unequal outcomes for any students based on recognised areas of discrimination.

3 ROLE OF PRINCIPAL AND SENIOR LEADERSHIP TEAM

3.1 The Principal and SLT will promote and support:

- An ethos free of discrimination, harassment and victimisation. The most common of which are related to characteristics of gender, ethnicity, disability, religious belief, tradition associated with their faith, sexual orientation, and age,
- Equality of access and opportunity,
- Positive attitudes to difference,
- Good relationships between all members of the community.

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4 PUBLISHED INFORMATION

The school has in place the following document providing evidence of compliance with the Equality Duty:

- Special Educational Needs Policy SENPP-01-SEND,
- Accessibility Plan SENPP-04-Accessibility,
- Equality Policy SENPP-06-Equality,
- Anti-Bullying Policy BEHAV-01-Behaviour,
- Child Protection Policy SAFEG-03-Safeguarding,
- Behaviour Policy BEHAV-01-Behaviour,
- Prospectus [link](#).

5 DUE REGARD

Equality implications are considered when developing policies and decisions. All policies are frequently reviewed.

5.1 Equality Objectives 2022/2023:

- To continue to narrow the gaps in performance of our most vulnerable groups, by monitoring and analysing pupil achievement across a range of characteristics, and acting on the trends which show additional support is required,
- To encourage participation in student leadership from protected and vulnerable groups where participation is disproportionately low.
- To ensure equality of access and progress for our disabled students.

6 AUTHOR

6.1 The author of this policy is the Special Educational Needs and Disabilities Co-ordinator. They should be contacted for any points of clarification or suggested future amendments.

7 VERSION CONTROL

Policy Number	SENP-03
Policy Name	Equality Duty and Objectives
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