

## Aims

Our school aims to meet its obligations under the public sector equality duty 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

## Equality objectives

**Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the staffing and pay sub-committee of the governing board.

Why we have chosen this objective: Our HR & pay committee is only a year old in its present form, and previously this is an area that has not been scrutinized.

To achieve this objective we plan to: Going forward we will examine in more detail our recruitment and look for ways to improve.

Progress we are making towards this objective:

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

Why we have chosen this objective: We set this up on an adhoc basis, but do not review this and apply as standard.. We wish to have this as an expected part of academy life and procedures.

To achieve this objective we plan to: Work with HR manager to ensure we have a standard format and ask all staff if they feel they have a disability that should be recorded using this new format.

Progress we are making towards this objective:

**Objective 3:** *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: Many senior staff and some govs have attended recruitment training. What we haven't done is focus on equality as a point to ensure that all fully understand implications of this.

To achieve this objective we plan to: Revisit the training and provide in-house extension training focused on equality.

Progress we are making towards this objective:

### Objective 4

*Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by October of this year, to help address the under-representation of people with disabilities in the school workforce.*

Why we have chosen this objective: We have employed staff with disabilities in the past and for many reasons this has been highly successful. We want to continue this practice, but need to study our approach to ensure it happens effectively.

To achieve this objective we plan to: Change our job adverts going out from the end of September onwards.

Progress we are making towards this objective: