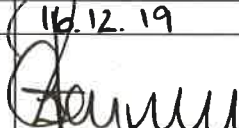




# The Boston Witham Academies Federation

## BWAF

### Equality and Diversity Statement (including Public Sector Equality Duty)

Monitoring Responsibility	CEO
Next Review Date	December 2024
Approval Body	Board of Directors
Date Ratified	16.12.19
Chair of Committee Signature	



## **Equality Objectives Statement 2020-2024**

This document identifies the equalities objectives that we have chosen to focus on over the next four years, from 2020-2024, to improve equality, diversity and inclusion across The Boston Witham Academies Federation (BAAF), in line with The Equality Act 2010, which states that all public bodies will publish equalities objectives every four years.

We recognise and take very seriously our broad responsibilities as an employer.

### **Introduction**

- BAAF are committed to improving and enabling all young people to achieve ambitious life goals whatever their starting point.
- As a result, promoting equality is central to all we do. Our equality objectives cover how we consider equality when we are delivering education provision to children and young people, and how we will ensure that our own staff, parents and carers, particularly those with protected characteristics, have equality of opportunity.
- BAAF aims to develop a culture of inclusion and diversity in which all those connected to the Trust feel proud of their identity and are able to participate fully in all aspects of school life.

### **Trust in Context**

There is rarely a significant difference between the numbers of boys and girls on roll.  
50.07% of our pupils speak English as an additional language.  
24.93% of our pupils are in receipt of Pupil Premium funding.  
18.81% of our pupils are on the SEND register, with a number of pupils accessing EHCPs.

The Equality Act 2010 requires public bodies, in carrying out their functions, to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- 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

In the development of this policy due regard has been given to achieving these objectives.

The effect of the Equality Duty is that schools must have due regard to the above in relation to the management of their pay policies, avoiding direct or indirect discrimination. The Public Sector Equality Duty (PSED) requires public bodies to prepare and publish equality objectives and publish information, to demonstrate

compliance with the general duty (the Equality Act 2010 (Specific Duties) Regulations 2011.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the Trust community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our Trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

#### **Aims to eradicate discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the Trust. This environment will be achieved by:

- Being respectful
- Always treating all members of the Trust community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced 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. We will also respect the right of parents and carers to withdraw their children from certain classes which pose conflicts to their own beliefs.

## **Dealing with prejudice**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Trust with the utmost severity. When an incident is reported, through our thorough reporting procedure, our Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

All Trust employees will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

**Our equality objectives for the Trust for 2020-2024 are as follows:**

### **Objective 1**

- In all its central policy development, BWAFF will pay due regard to the equality duty.
- BWAFF senior leaders will ensure each policy contains information about the impact on equalities.
- BWAFF will provide training for key staff in the implementation of each policy.
- BWAFF Trust Board of Directors will ensure they hold senior leaders to account for ensuring central policy promotes the equality duty.

### **Actions**

To ensure that we meet these objectives, we will:

- Be clear that all policy development must consider the equality duty as policies are reviewed or created
- Carry out regular quality assurance checks on work in academies to ensure that academy leaders are acting in accordance with the relevant policies.
- Provide training to Directors, local governors and academy leaders if weaknesses in practice are found or there are new developments they should be aware of.
- Report annually to the Board of Directors on the quality of our work in this area and on any causes for concern that we may identify.

## **Success criteria**

- Improved reporting on equalities to the Board of Directors.
- Stakeholder groups recognises BWAF's impact in implementing the equality duty to be of high quality.

## **Objective 2**

- BWAF will promote equal opportunities for its entire workforce, tackling any issues of discrimination if it occurs.
- BWAF will regularly review the diversity of its workforce.
- BWAF will provide training for senior staff in promoting the equality duty.
- BWAF will tackle any unfair treatment and inappropriate behaviour, particularly those with protected characteristics, reporting experience of concern.

## **Actions**

To ensure that we meet this objective, we will:

- Continue to monitor and evaluate the impact of our recruitment practices.
- Increase awareness of equalities, diversity and inclusion through communications and training.
- Ensure that all new employees undertake equality training and all managers undertake training in the equality duty.

## **Success criteria**

- Improved understanding of the equality duty by employees.
- Improved understanding of the protected characteristics by employees.

## **Monitoring**

The Trust will monitor throughout the 4-year period of the statement and report annually to the Board of Directors.

## **Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our Trust community.

Members of staff who believe they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the appropriate policy procedure.