

DATE APPROVED:	26 th June 2020
APPROVED BY:	Board of Trustees
NEXT REVIEW DATE:	June 2022

1. Aims

At Bedfordshire Schools Trust (BEST) we are committed to ensuring equality of education and opportunity for all. We aim 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 school life.

BEST and its entities aim 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

2. Statutory Responsibility

Schools and other public sector organisations have two specific duties which they must achieve to demonstrate that they are meeting their duty, they must:

- Publish information which demonstrates their compliance with the duty to have due regard for the three aims of the general duty – this should be updated annually
- Prepare and publish specific and measurable equality objectives which they will pursue over the coming years to achieve the three aims – review and publish at least once every four years

Local Governing Bodies will work with the Principal to ensure that they:

- Evaluate how well the school is already achieving the three aims of the general duty across all of the protected characteristics
- Challenge gaps and prioritise these for action – in conjunction with Principal identify at least three measurable Equality Objectives to focus on over the next four years
- Ensure that the Equality Policy is implemented and monitored

Schools will have to publish their initial information and objectives, and then will need to update the information at least annually and to publish objectives at least once every four years. Accessibility planning is a statutory duty and a plan has been produced by all schools.

3. Roles and responsibilities

Trust Board	<ul style="list-style-type: none"> • Agree the main overarching Equality Statement • Delegate responsibility for the implementation and monitoring of the Equality Statement to the Local Governing Body and Principal • Receive an annual report from the Chief Operating Officer (COO)
Local Governing Body	<ul style="list-style-type: none"> • Agree the school equality policy • Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years

	<ul style="list-style-type: none"> • Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal • Receive updates on any issues from the Principal • Receive a report from Principal outlining progress against the objectives • Agree the equality plan and objectives at least once every four years • Promote community cohesion including good relations between pupils from different races, faiths/beliefs and socio-economic backgrounds
Principal	<ul style="list-style-type: none"> • Ensure that this statement is adhered to within their school • Implement the school's equality plan • Promote knowledge and understanding of the equality objectives amongst staff and pupils • Monitor success in achieving the objectives and report back to governors • Review and update, in conjunction with LGB, the equality plan and objectives at least once every four years – objectives to be published • Publish information to demonstrate how the school is meeting the aims of the general public sector equality duty annually • Ensure all appointment panels have due regard to this plan so that no-one is discriminated against when it comes to employment or training opportunities • Promote equal opportunity when developing the curriculum • Ensure all incidents of unfair treatment and bullying or discrimination, including racist incidents, are addressed with due seriousness • Provide annual update to COO
Designated member of staff for equality (in some schools this may be the Principal)	<ul style="list-style-type: none"> • Support the Principal in promoting knowledge and understanding of the equality objectives amongst staff and pupils • Support the Principal in identifying any staff training needs, and deliver training as necessary
All staff	<ul style="list-style-type: none"> • Expected to have regard to this document and to work to achieve the objectives • Ensure that all pupils are treated fairly, equally and with respect • Strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images • Challenge any incidents of prejudice, racism or homophobia, and record any serious incidents and report as appropriate to the designated member of staff

4. Monitoring arrangements

Each BEST school will set their own individual equality objectives/plan. These objectives will be agreed with the Local Governing Body.

In line with legislative requirements, progress against these objectives will be reviewed annually and published in a dedicated area of the school website. The entire plan will be reviewed on a four-year cycle.

The Trust will complete a diversity report every four years and publish this on the BEST website. The Trust will also complete a gender pay gap report annually and publish a copy on the BEST website.

Each school will make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, each school will regularly monitor the achievement by of all groups with protected characteristics to ensure that all pupils are making the best possible progress, and take appropriate action to address any gaps.

The Principal will report incidents and progress against objectives to the Local Governing Body. The Principal will provide the COO with an annual update. The COO will then report to the Board of Trustees.