



Windsor Academy Trust

Equality Policy	
Responsible Committee:	People and Culture Committee
Date approved by the Board of Directors:	November 2022
Implementation Date:	November 2022
Next review date:	September 2026

1. Introduction

- 1.1 Windsor Academy Trust (WAT) is an inclusive organisation. At WAT equality of opportunity is integral to everything that we do and the diversity of our staff, students and families is welcomed and valued.
- 1.2 We aim to meet our 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.
- 1.3 All staff are expected to have regard to this document, to work to achieve the objectives as set out in their academy's Equality Policy.

2. Eliminating discrimination

- 2.1 The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- 2.2 Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Our policies/plans are impact assessed in order to establish whether they would have a negative, adverse or positive impact on specific groups.
- 2.3 We provide our students and staff with a respectful and safe environment where diversity is valued.
- 2.4 Staff, Local Advisory Boards, Trustees and Members are regularly reminded of their responsibilities under the Equality Act 2010.
- 2.5 All staff, governors and Trustees receive training on equality and diversity.

3. Advancing equality of opportunity

- 3.1 WAT aims to advance equality of opportunity by:
 - including and valuing the contribution of families
 - including and valuing the contribution of our staff
 - improving our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
 - removing or minimising disadvantages suffered by people which have or are associated with those who have protected characteristics
 - taking steps to meet the needs of people who have protected characteristics where these are different from the needs of other people
 - encouraging people who have a protected characteristic to participate fully in any activities or provision where their participation is proportionately low
 - collecting data and monitoring the progress, attainment and other outcomes for

different groups of students and staff

- using this data to support the development of Trust improvement planning
- taking action to close any gaps for staff and students e.g. in attainment or participation
- consulting where appropriate with relevant staff and student groups on particular policies, procedures or plans
- developing links with people and groups who have specialist knowledge about protected characteristics, to help inform and develop our approach
- developing representative staffing groups to focus on equality and diversity for staff and students
- publishing an analysis of standards reached by different groups at the end of each key stage
- avoiding discriminatory language and stereotypes in our communications, policies and curriculum
- using a range of teaching strategies to ensure that we meet the needs of all students, including providing support to pupils at risk of underachieving
- ensuring equality of access for all students to a broad and ambitious curriculum, removing barriers to participation where necessary.

4. Fostering good relations

4.1 WAT aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- actively challenging discrimination and to having high expectations of student and staff behaviour
- promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching RE, citizenship and personal, social, health and economic (PHSE) education but also other curriculum areas
- working with our local communities including local groups, and involving these in our curriculum and staff and student activities.

5. Equality objectives

5.1 The Trust's Equality Objectives are:

- a) to provide a respectful and safe environment where any discrimination is challenged and where diversity and inclusion is embedded into the curriculum
- b) to improve the attainment of students eligible for free school meals or otherwise disadvantaged
- c) to improve data collection and analysis on staffing in order to identify under-representation and any associated barriers
- d) to develop an equality and diversity strategy for staff across the Trust.

5.2 In addition to the above Trust objectives, each academy publishes objectives within their Equality Policy.