



Equality Objectives for The Tapscott Learning Trust

Autumn 2019

The Equality Objectives forms part of The Tapscott Learning Trust's internal control and corporate governance arrangements. It is designed to provide assurance that the Trust has adopted best practice in this area. This document should be read alongside The Single Equality Plan. These objectives will be reviewed annually in line with the school objectives.

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Equality Objectives: 1. Advance Equality of Opportunity Between People who share a protected characteristic and those who do not.

Date: Autumn 2019

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead Person	Links to school policy or school development plan	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage/Civil Partnerships	Race	Religion/Belief	Pregnancy/Maternity/Paternity	Sexual Orientation	Gender Reassignment			
To ensure the equality of opportunity for staff continuing their professional development	Teachers are grouped to take part in the TTLT CPD training led by IOE. All staff can follow the in school procedure in expressing an interest to attend CPD courses for approval by SMT. Discovery Week offered to staff that meets criteria. Bespoke training offered to support staff to meet the expectations of the SDP. Annual staff questionnaires.	All staff have the opportunity to continuing their professional development.	√	√	√	√	√	√	√	√	√	SMT TTLT Training Director	SDP in each school	Ongoing

To observe good equalities practice in staff recruitment, retention and development.	Safer Recruitment training offered to all senior leaders, governors and trustees. From job advertisement, to shortlisting process, task (adaptions) interviews to selection process good practice is observed.	Rigorous systems in place for effective recruitment of staff.	√	√	√	√	√	√	√	√	√	√	√	HT SMT HR	Safeguarding Policy / TTLT Single Equality Plan	Ongoing
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Equality Objectives: 2. Foster good relations between people who share a protected characteristic and those who do not.

Date: Autumn 2019

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead Person	Links to school policies or SDP	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage /Civil partnerships	Race	Religion/Belief	Pregnancy /Maternity /Paternity	Sexual Orientation	Gender Reassignment			
To promote respect and encourage good relationships between staff with disabilities and those with none	Staff takes part in a range of social events. Staff access to school website and team drive for common paperwork including policies. Staff have opportunities at professional meetings to develop good relations, e.g. staff meetings, Trust working groups, Trust-wide moderations, and TTLT sporting fixtures. Annual staff questionnaires.	Staff feels included, respected and engage in professional educational debate.	√	√	√	√	√	√	√	√	√	CEO HT SMT TTLT Working Group Leads TTLT Sports Lead	TTLT Single Equality Plan / TTLT Inclusion / Safeguarding	Ongoing

Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Date: Autumn 2019

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead Person	Links school policy or school development/ improvement plan	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage /civil partnerships	Race	Religion/Belief	Pregnancy/ Maternity/ Paternity	Sexual Orientation	Gender Reassignment			
To ensure elimination of unlawful treatment and inappropriate behaviour to guarantee no staff experience discrimination, bullying and harassment.	Disciplinary Policy, Teachers Standards and Grievance Procedures are in place.	All staff feel safe and have freedom to express themselves.	✓	✓	✓	✓	✓	✓	✓	✓	✓	HT HR CEO	Staff Code of Conduct	Ongoing

<p>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 and to promote understanding and respect for differences</p>	<p>Create effective system for recording incidences of discriminatory behaviours.</p> <p>Systems ensure swift identification of any issues, prompt and effective action with comprehensive recording.</p> <p>Grievance Procedures in place. Disciplinary Policy and Teachers Standards are applied. Senior leaders' expectation of effective role modelling.</p> <p>Schools to deliver broad and balanced curriculum.</p>	<p>No recorded incidents across the Trust of specific name calling i.e. homophobic / racist.</p> <p>Staff understands the implications of homophobic name calling.</p>	√	√	√	√	√	√	√	√	√	<p>HT HR CEO</p>	<p>Staff Code of Conduct</p>	<p>Ongoing</p>
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