



# CHRISTOPHER NIEPER

Education Trust

## Equality Information and Objectives Statement

<b>Policy Name</b>	Equality Information and Objectives Statement
<b>Policy Lead/Owner or Originator</b>	Kathryn Hobbs, CEO
<b>Approval level</b>	HR Committee, CNET Trust Board
<b>Date of approval</b>	Summer 2025
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Version Control	
<b>Version 1</b>	Summer 2025

<b>Signed:</b> <small>Governor or Trustee Lead</small>	David Ashton
<b>Date:</b>	Summer 2025

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## Equality Statement and Objectives

We welcome our duties under the Equality Act 2010 to eliminate discrimination. As a Trust we celebrate differences and support each other so that everyone can reach their full potential regardless of disability, race, sex, sexual orientation and religion or belief.

In our Trust and schools we are guided by five principles:

### Principle 1: All learners are of equal value

We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their sex and sexual orientation
- whatever their religious or non-religious affiliation or faith background

### Principle 2: We recognise and respect difference

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- sex, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background

### Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

### Principle 4: We observe good equalities practice in staff recruitment, retention and development

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whatever their age
- whether or not they are disabled

- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their sex and sexual identity, and with full respect for legal rights relating to pregnancy, maternity and paternity
- whether or not they are going through gender reassignment
- whatever their marital or civil partnership status

### **Principle 5: We aim to reduce and remove inequalities and barriers that already exist**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.

## **1. Roles and responsibilities**

### **1.1 The board of trustees will:**

Ensure that the equality information as set out in this statement is published and communicated throughout the trust, including to Academy Board Governors, staff, pupils and parents

Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

Delegate responsibility for monitoring the achievement of the objectives to the CEO, Headteachers and HR Committee

### **1.2 The HR Committee will:**

- Meet with the CEO every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full board of trustees regarding any issues

### **1.3 The Headteacher or designated member of SLT will, for their school:**

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to the AGB

### **1.4 All staff across the trust**

- All staff across the trust are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## **2. Information about pupils**

In fulfilling this aspect of the duty the trust will, for every school:

- Publish attainment data for each school each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Monitor data about any issues associated with particular protected characteristics, identifying any issues which could affect our pupils
- Relevant information about each school will be published on their individual websites.

## **3. Information about staff**

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will collect and review information:

- The make-up of our workforce, with breakdowns of staff with different protected characteristics
- Recruitment and retention rates for staff with different protected characteristics
- Applications for flexible working and their outcomes for staff with different protected characteristics
- Applications for learning and development opportunities and their outcomes for staff with different protected characteristics
- Grievances and disciplinary issues for staff with different protected characteristics
- Policies and programmes in place to address equality concerns from staff
- Information from staff surveys

# **4. Equality objectives**

### **Objective 1**

To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics. All stakeholders being regularly exposed to and understanding what is meant by a protected characteristic.

### **Objective 2**

To work to actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children