

Equality Objectives Review 2023

Aims

The Equinox Learning Trust aims to meet its 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 share it.

This report considers progress towards each objective for schools individually.

Objective 1:		
<ul style="list-style-type: none"> • Undertake an analysis of staffing complement data and trends (comparing September 2020 and September 2021) with regard race, gender and disability by December, and report on this to the Directors staffing committee. 		
Why we have chosen this objective	To achieve this objective, we plan to:	
To be informed of our diversity and the changes made in the recruitment process during 2020/2021.	Instruct HR to collate and compare the data for review by the staffing committee.	
Progress we are making towards this objective:		
2021/2022	2022/2023	2023/2024
Baseline data collated for Kennet School and Francis Baily Primary School. Data for Whitelands Park Primary School is unavailable.	Data collected for Whitelands Park Primary School. Francis Baily's ethnicity analysis shows more diversity albeit amongst a small staffing cohort. Kennet School's ethnicity profile remains broadly similar. Gender balance has a slight increase for males from 24% to 26% for Kennet School. Francis Baily remains the same. Kennet School has 4% of staff declaring a disability; Whitelands Park has a similar figure, with 0% declared for Francis Baily.	Ethnicity analysis shows a small but growing trend towards a wider ethnic range which remains in line with the local authority figures. Gender analysis remains the same for Kennet School, Francis Baily Primary School and Whitelands Park Primary School. Kennet School's percentage for staff declaring a disability increases to 12%, Whitelands Park remains at 4% and Francis Baily has a slight increase to 1%.
Comment		
We now have complete data sets for all schools within the Trust, where available, and we intend to compare data sets for those characteristics which are captured in school staff censuses annually. Data will be shared with Directors' Staffing Committee on an annual basis.		

Objective 2:

- Have in place a personalised risk assessment process which is applied for individual staff to consider adjustments required in line with any specific needs including medical, disability and pregnancy.
- Have in place a personalised risk assessment for those who may need a subsequent safety plan.

Why we have chosen this objective	To achieve this objective, we plan to:
We have implemented a new approach to risk assessment over the last year, and we need to ensure this is accessed fairly and consistently across the board.	Ensure all leaders in all school understand and use this process to support staff. The number of personalised risk assessments in December 2020 and December 2021 can be compared.

Progress we are making towards this objective:

We have the process and facility for this to take place and expect to see this implemented across the Trust. Where practicable the Trust would consider part-time hours/flexible working.

2021/2022	2022/2023	2023/2024
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Implemented central risk assessments

K	WPP	FB	Kennet	WPP	FB	Kennet	WPP	FB
7	0	0	6	1	0	7	0	3

Key

K= Kennet School WPP = Whitelands Park Primary School FB = Francis Baily Primary School

Objective 3:

- Increase the representation of teachers from black and minority ethnic communities over a three-year period (September 2021 to September 2024) so that this group increases from 7% to 10% of the total workforce (2020: 5%, 2021: 7%). The Thatcham ward is currently at 5%.

Why we have chosen this objective	To achieve this objective, we plan to:
We recognise the need to have a fair representation of the ethnicity of our local area and the importance of having role models for pupils with differing characteristics when they are very much in the minority locally.	Review the recruitment process to test whether it is accessible to all ethnicities. Track the staffing numbers against the target and report yearly.

Progress we are making towards this objective:

2021/2022	2022/2023	2023/2024
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Baseline data collected for Kennet School and Francis Baily Primary School. Data for Whitelands Park Primary School is unavailable.	The Trust worked in concert with the Runnymede Trust, the UK's leading independent race equality think tank, to review our recruitment process and implement changes in line with their recommendations. Kennet School increased percentage for other than white ethnic percentage to 5% from 4%.	Kennet increased other than white ethnic percentage to 6%. The range for Francis Baily and Whitelands Park remains the same with their smaller staffing bodies. Although the representation has not manifestly increased to date, the range of ethnic diversity is wider, and still reflects the profile of the local population.
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Comment

A DEI strategy has been written with implementation planned for this year. Employee Reference Groups are included in this strategy with the launch planned for January 2024.

Objective 4:

- Include equality awareness training for all staff, training evaluation data will show that 100% staff have read and understood the policy and have completed the training provided.

Why we have chosen this objective	To achieve this objective, we plan to:
We want to ensure staff in all roles understand the importance and collective responsibility we have in meeting the legal equality requirements.	Make the policy available for all to read and have an electronic confirmation provided by all. We plan to build the equalities training into the professional development provision for all staff next year and all subsequent years by integrating it into the safeguarding update routine. We intend to collect feedback on the quality of training, and the difference it has made to staff awareness and practice.

Progress we are making towards this objective:		
2021/2022	2022/2023	2023/2024
Implemented DEI policy and statement.	All three schools had access to the National College training programme. Specialist training for senior leaders.	A DEI strategy has been written with implementation planned for this year. Employee Reference Groups are included in this strategy with the launch planned for January 2024.