

Manor Hall Trust



Trust Commitment to Equality, Diversity and Inclusion

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1. Introduction.

Manor Hall Academy Trust is a Trust of fourteen diverse schools who share the same ethos and values and who work together to share ideas and thoughts about how we can improve the lives of our pupils. Manor Hall Academy Trust was incorporated in 2016 and includes Generic Schools, Social, Emotional and Mental Health needs schools ("SEMH") and Pupil Referral Units ("PRU"). Our aims are to work collaboratively so that all schools feel that they are supported by the Trust.

2. Aims

Our 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.
- Consider the diversity and differences between the schools within the Trust, and the people within those, and to deal with them with sympathy and understanding.

3. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on the [Department for Education \(DfE\) advice for schools on the Equality Act](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the public sector equality duty](#).

This document also complies with our funding agreement and articles of association.

4. Roles and responsibilities

4.1 The board of trustees

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 Local Authority Board ("LAB") Members, staff, pupils and parents.
- They will ensure that the policy fully reflects the Trust, its schools and the needs of the pupils.
- 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 on a daily basis to the Headteacher.

4.2 The Local Advisory Board and its Members

The Local Advisory Board will, for their schools:

- Meet with the designated member of staff for equality 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. They will carefully and constructively challenge the Headteachers and Senior Leadership Team where they identify that this may be lacking.
- Attend appropriate equality and diversity training and they will ideally supply the certification to the Headteacher or Governance Professional
- Report back to the full board of trustees regarding any issues

4.3 The Headteacher

The Headteacher will, for their school:

- Promote knowledge and understanding of this policy and any other associated policies amongst staff, pupils and other stakeholders.
- Ensure that their staff members complete any relevant training either via an Inset day or via an online package on the National College.
- Monitor success in achieving the objectives and report back to governors

4.4 The designated member of staff for equality (if applicable)

The designated member(s) of staff for equality, diversity and inclusion will, for their school/ team will:

- Support senior leaders in promoting knowledge and understanding of the equality objectives.
amongst staff and pupils
- Report to the LAB of their school every term to raise and discuss any issues.

- Support the Headteacher or head of school, manager in identifying any staff training needs, and deliver training as necessary.

4.5 All staff across the trust

All managers will:

- be responsible for ensuring that those they manage are made aware of this policy and that it is brought to the attention of all those who join the school or Trust central team as part of employee induction processes.

All staff across the trust are expected to have regard to this document. They will also:

- complete any relevant training either via an Inset day or via the National College.
- will then demonstrate the behaviours that are requested as part of the training as well as adhering to the legislation.
- Promote an inclusive and collaborative ethos in their workplace
- Deal with and report any prejudice-related incidents that may occur
- Keep up-to-date with equalities legislation relevant to their work.

5. Eliminating discrimination

The trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Trustees, Local Advisory Board Members and all staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year. This may be delivered as part of an Inset day or via a package such as National College.

Each school has a designated member of staff for monitoring equality issues, and an equality link local governor. They regularly liaise regarding any issues and make senior leaders and local governors aware of these as appropriate.

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. pupils with

disabilities, or gay pupils who are being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

6.1 Publishing 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)
- Publish further 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.

6.2 Publishing 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 publish information to show:

- Gender pay-gap reporting and other pay equality issues
- Policies and programmes in place to address equality concerns from staff

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

7. Fostering good relations

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

- Promoting respect, friendship and understanding of a range of religions and cultures through different aspects of the curriculum.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Making sure schools work with their local community and with neighbouring schools.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within each school.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach.

8. Equality considerations in decision-making

The trust ensures it has due regard to equality considerations whenever significant decisions are made. The Trust is proud of the diversity and the complex needs that are carefully and diligently managed by its schools.

In all of our schools, we will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with Special Education Needs and Disabilities
- Has equivalent facilities for all pupils irrespective of their gender
- Is costed in a way which does not unnecessarily preclude some pupils

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

9. Equality objectives

Manor Hall Academy Trust have set the following objectives, which adopt at a Trust Level. We are however appreciative of the diversity of our schools and therefore schools can adopt other objectives to reflect the specifics of the school. We have aimed to make these objectives "SMART" in that they are:

- Specific – what exactly are we going to do and for who?
- Measurable – Can we quantify what we're aiming for?
- Attainable – Can we achieve it in the proposed timeframe with the available resources?
- Relevant – Will this objective support a group a protected characteristics and with other school priorities?

- Time-Bound – When will the objective be accomplished?

Objective 1

By July 2028, Manor Hall Academy Trust will have undertaken an analysis our recruitment data and trends in regard to race, gender and disability and we will report this to the Full Board in July 2028.

Manor Hall Academy Trust have been usually the software called My New Term which has the facility to report on these areas. This will also inform the Trust whether there are any trends in our recruitment.

We will complete this objective by reviewing our reports on My New Term and to monitor them on a termly basis and publish our ongoing work at the Standards and Strategy Meeting.

Objective 2

By July 2028, Manor Hall Academy Trust will have undertaken to ensure that we have put in place a record of any reasonable adjustments which have been agreed with staff. These adjustments have been put in place to ensure that, as an employer, we are meeting their needs better and making them feel that they are not treated differently than their colleagues.

We have chosen this objective as we want to ensure that staff have the resources to complete their work in way which does not disadvantage them. Manor Hall wants to encourage and develop its employees so that they feel fully inducted into the Trust. Our compliance with these objective will be reported in the Audit and Risk

Objective 3

By July 2028. Manor Hall Academy Trust will have trained all Members of staff and LAB Members that are involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

We have chosen this objective as we want to ensure that all staff and LAB Members feel confident in the recruitment and selection. Progress in this objective can be reviewed at the termly Standards and Strategy meeting.

Objective 4

By July 2028, Manor Hall Academy Trust will ensure that they have trained all staff and LAB Members in relation to the areas of Special Education Needs and Discrimination ("SEND"); Social, Emotional and Mental Health ("SEMH")

and Pupil Referral Units ("PRU's"). This will enable staff members and LAB Members to understand all of the types of school, and the children who are educated, and which are part of the Trust. The training will also consider how funding is assessed and allocated.

Participation numbers and understanding will be assessed throughout the year via the termly Standards and Strategy meeting. We have chosen this objective as we wanted to ensure that there is understanding of all of the types of school which are part of Manor Hall Academy Trust and how they receive funding.

10. Monitoring arrangements

The Chief Operating Officer ("COO") will update the equality information we publish, described in sections 4-7, at least every year.

This document will be reviewed by the board of Trustees at least every 4 years.

School-specific equality objectives will be reviewed by the Headteacher every 4 years.

This document will be approved by the board of trustees.

School-specific equality objectives will be approved by the Local Advisory Board.

11. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Equality and Diversity Course.
- Equality, Diversity and Inclusion Policy
- Health, Safety and Wellbeing Policy

12. Linked to other documents

[Department of Education – Guidance on the Equality Act](#)

Document Control

Change History

Date	Version	Amendments	Approved By	Changed By
Summer 23	1	New Policy	Directors	J Plant/ K Staples

Key Details

Owner	Laura Green/Kate Staples
Contact in case of query	Laura Green/Kate Staples
Chief Officer Approval	Phil Harrison
Trustee Group Approval	COGS
Review Period	Every 3 years

Position with the Unions

Does the policy or changes to the policy require consultation with the National Unions under our recognition agreement?

- No

Customisation

- MHT Policy

Distribution

- All Employees

Published

- Internal Only