

Creating Tomorrow Trust
Equality Information and Objectives



About this document:

Purpose

This document sets out how Creating Tomorrow aims to become a truly inclusive trust, enabling all stakeholders; children and young people, families, team members, governors, and members, to play a role in the life and development of Creating Tomorrow.

“The route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone justly according to their circumstances.”

Paula Dressel

Complied by: Supriya Menon, Kevin Latham	Date: June 2023
Committee: Full Board, then to LGB	Date agreed by Trustees: July 23
Review Cycle: 3 Years	Review Date: May 2026

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Wellbeing in our Trust

We can all be affected by poor physical and mental health at times during our lives and it is important the appropriate support is available in a timely manner.

Health and wellbeing is everyone's responsibility and we encourage an open and honest culture whereby anyone can discuss any issues they may have.

The Trustees of Creating Tomorrow take the health and wellbeing of all employees seriously and are committed to supporting our staff. The Trustees ensure that support for staff is available through:

- Effective line management
- Commitment to ensuring an appropriate and balanced workload
- Supportive and professional working environments
- Employee support programs
 - Education Support: telephone number 08000 562561 or website www.educationsupport.org.uk

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1. Aims

Creating Tomorrow Trust's core values are Respect, Inclusion and Community, and as such takes its obligations under the Public Sector Equality Duty (PSED) seriously. The Trust aims to actively promote Fairness, Respect, Equality, Diversity, Inclusion, and Equity 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
- Create a workforce that is diverse, promotes positivity, and allows everyone to thrive, no matter their background or characteristics.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Definitions

Equality refers to outcomes, making sure that all benefit equally from our activities.

Diversity recognises that we can only achieve equality by taking into account the different needs of communities. Equality is impossible to achieve without recognising diversity.

Equity refers to the practice or policy of the organisation in being fair and impartial, ensuring processes are in place to support inclusion of those who may otherwise be excluded

Inclusion refers to providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those with protected characteristics and members of other minority groups.

Protected Characteristics A protected characteristic under the Equalities Act covers the groups listed below:

- age
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

Discrimination: negative treatment that affects a whole group of people or an individual because they belong to a group.

- **Direct discrimination** occurs when a person treats another person differently than they treat or would treat another person because of a 'protected characteristic'.
- **Indirect discrimination** can occur when a school applies what is felt to be a general policy or practice which puts students sharing a protected characteristic at a particular disadvantage.
- **Associative discrimination** can occur when a person is treated differently because of their association with an individual who has a protected characteristic
- **Perceptive discrimination** can occur when someone is thought to have a protective characteristic, i.e. 'looks' or 'sounds'
- **Harassment and Harassment by 3rd party** is when unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading humiliating or offensive environment for them

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- **Victimisation** is when someone is victimised because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination.

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 Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#), and also complies with our funding agreement and articles of association.

4. Roles and responsibilities

Through delegating responsibility to local governing boards, the Trust board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the schools and college, including to staff, students 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 on a daily basis to the Headteacher /Principal

At Creating Tomorrow Trust there will be a named EDI link Trustee who will:

- Ensure that policy and practice is implemented consistently across the Trust.
- Meet with the CEO every term (3x per year) and other relevant trust staff members, to discuss any issues and how these are being addressed

The schools and college will nominate an EDI link governor who will:

- Meet with the designated member of staff for equality every term (3x per year) and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Headteacher / Principal will:

- Promote knowledge and understanding of the equality objectives among staff and students
- Monitor success in achieving the objectives and report back to governors

Creating Tomorrow Trust has an EDI Champion working party this party will:

- Be representative of all schools / college in the Trust
- Develop an EDI Action Plan
- Meet periodically to monitor, review and update activities from the EDI Action Plan
- The designated member of staff for equality (EDI Champion) will:

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- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and students
- Meet with the Headteacher / Principal every term (3x per year) to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

The nominated student EDI Champions will:

- Work with the staff EDI Champion to ensure student voice is represented fully

The Chief Executive Officer will liaise with the Headteacher / Principal to ensure equality objectives are being actioned and to support implementation. The CEO will report progress to the Trustees periodically via the Trust Key Performance Indicator document,

All trust staff are expected to have regard to this document and to work to achieve the objectives as set out in section 9.

5. Eliminating discrimination

Creating Tomorrow 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.

Staff and governors 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 will receive training on the Equality Act as part of their induction, and all staff will receive refresher training at least every year, for example:

- [Tackling Homophobia in Schools](#) – Naz and Matt Foundation
- [Online LGBT+ CPD courses](#) – The Proud Trust
- [Best practice, toolkits and resources](#), [online e-learning programmes](#) and [school champion awards](#) – Stonewall
- [Gendered violence education](#) CPD e-learning course for secondary school teachers and educators – Bold Voices
- [Equality, diversity and inclusion training and consultancy](#) – EqualiTeach

6. Advancing equality of opportunity

Creating Tomorrow Trust aims to advance equality of opportunity by:

- Ensuring that employment will not discriminate on the grounds of any protected characteristics.
- Creating a work environment free of discrimination and prejudice, and that allows everyone to bring their authentic selves to work.
- Making it clear that everyone will be treated fairly, with respect, and will be given equal opportunity in every aspect of their working role.
- When selecting for employment, promotion, training, or anything of this nature, it will be based on the individual's own capability and potential. Their attitude and capability will determine their suitability for the role; it will not be affected by any of the protected characteristics.

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- Ensuring Trust policies reinforce our values and intolerance towards discrimination
- Ensuring that disciplinary action will be taken against those that breach our policy.

As set out in the DfE guidance on the Equality Act, the schools and college aim to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. students with disabilities, or gay students 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 students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)
- In fulfilling this aspect of the duty, the school will:
- Publish attainment data each academic year showing how students 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 own students

7. Fostering good relations

Creating Tomorrow Trust, through its schools and college, aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, our school council has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

8. Equality considerations in decision-making

Creating Tomorrow Trust ensures it has due regard to equality considerations whenever significant decisions are made.

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The Trust ensures that the school and college will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned; considering whether the trip:

- Cuts across any religious holidays
- Is accessible to students with particular disabilities
- Has equivalent facilities for boys and girls

Written records (known as an Equality Impact Assessment) will be kept 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 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

(Please see appendix for the Trust EDI Action Plan)

Creating Tomorrow Trust has key Equality objectives that are across the whole organization:

To ensure that Creating Tomorrow Trust is an organisation that is fully representative (through policy and practice) of all its stakeholders, and living the core values of Respect, Inclusion and Community:

Objective 1

To implement a Trust-wide equality and diversity strategy that is led by stakeholders.

Why we have chosen this objective:

To achieve this objective we plan to:

Progress we are making towards this objective:

Objective 2

Ensure that schools and college are aware of EDI issues to influence culture, practice, and decision making

Why we have chosen this objective:

To achieve this objective we plan to:

Progress we are making towards this objective:

Objective 3

Schools and college will work together to develop EDI initiatives by liaising with each other to ensure a joined up approach

Why we have chosen this objective:

To achieve this objective we plan to:

Progress we are making towards this objective:

10. Monitoring arrangements

The Headteacher / Principal will update the equality information we publish, (described in sections 6 to 9 above), at least every year.

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This document will be reviewed by the full board of trustees to update trust-wide objectives, and then passed to local governing boards to update objectives based upon the local context, least every 4 years.

This document will be approved by the full board of Trustees and local governing bodies.

11. Links with other policies

This document links to the following policies:

- Curriculum / Learning and Teaching Policy
- School and Trust Development Plans
- Accessibility plan
- Risk assessment
- Relationship (Behaviour) Policy
- Staff Code of Conduct

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12. Appendix

EQUALITY DIVERSITY AND INCLUSION ACTION PLAN 2022-24

STRATEGY	ACTIONS	TIMEFRAME	LED BY	SUCCESS CRITERIA
Rights Respecting Schools	Trust to undertake the Rights Respecting Schools Award, as a framework to put the United Nations Convention on the Rights of the Child into practice within the school and beyond. Support the college and school to embed children's human rights in their ethos and culture, putting the <u>UN Convention on the Right of the Child</u> (CRC) at the heart of practice to improve wellbeing and help all children and young people realise their potential. The Award is based on principles of equality, dignity, respect, non-discrimination and participation. The initiative started in 2006 and schools involved in the Award have reported a positive impact on relationships and wellbeing, leading to better learning and behaviour, improved academic standards and less bullying.	Summer term 2023 to Summer term 2026	Trust Senior Leadership Teams	College and Schools create safe and inspiring places to learn, where children are respected, their talents are nurtured and they are able to thrive, giving children the best chance to lead happy, healthy lives and to be responsible, active citizens, putting children's rights at the heart of the Trust.
EDI policy	Formulate an EDI policy that covers all aspects of EDI at the workplace that impacts on all stakeholders. Staff go through the EDI policy during their induction.	Summer 2023	Trust Leadership Team	EDI is included in policies across the Trust. EDI policy is used effectively during staff induction. Staff benefits such as leave entitlements; support for parents and carers; career

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				development opportunities and flexible working provisions are open to all staff irrespective of age, disability, gender, gender identity, marriage/civil partnership status, race, religion/belief or orientation.
EDI buddy	Staff approach the EDI Champions if they want advice with regards to EDI matters.	Summer term 2023	EDI Champions	Staff approach EDI Champions to raise a concern or ask advice about EDI matters.
Staff voice on EDI matters	Install a staff voice box where staff can leave their queries or concerns about EDI. School display to introduce EDI Champions of the school.	Summer term 2023	EDI Champions	Staff share views or concerns and feel heard without judgement. Staff and students know the school's EDI Champion.
EDI focus at staff briefing	EDI Champion provide information or EDI-relevant notices to SLT to relay to staff at the weekly briefing.	Summer term 2023	EDI Champions and SLT	EDI is a standing item at the weekly staff briefing.
Staff well-being	Staff teams organise 'monthly mingles', well-being walks, coffee mornings, exercise groups etc.	Summer term 2023	Staff well-being group	Increased staff interactions amongst themselves – greater camaraderie leading to increased cohesion.
Display of EDI role models in schools	Ensure that schools display photographs and information of real-life people of all backgrounds and abilities.	Summer term 2023 to Autumn term 2023	EDI Champions to provide images; SLT to approve	Profile of EDI role models are raised in schools – increased visibility for staff, students and visitors.

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			and implement	
Celebrating diversity	Organise events and celebrations throughout the year using the diversity calendar (e.g. The Complete 2023 Diversity Calendar, Dates and Celebration Events)	Summer term 2023 planning ready for September 2023 start	SMSC leads	Staff increase student awareness through events, clubs, assemblies throughout the year to celebrate the diversity in our country.
EDI training	Organise annual Trust wide EDI staff training, or workshops conducted simultaneously on a common INSET day. For example: • Tackling Homophobia in Schools – Naz and Matt Foundation • Online LGBT+ CPD courses – The Proud Trust • Best practice, toolkits and resources, online e-learning programmes and school champion awards – Stonewall • Gendered violence education CPD e-learning course for secondary school teachers and educators – Bold Voices • Equality, diversity and inclusion training and consultancy – EqualITeach	September 2023	Trust Leadership Team	Staff develop a language and understanding of EDI.
EDI Governor/Trustee training	All school governors and trustees to access NGA's EDI training. All school Governing Boards and the Trust Board to appoint an EDI representative.	September 2023	Trust Leadership Team	All schools will have Governors trained in EDI. All Trustees are trained in EDI. All Governing Boards and the Trust Board have an EDI representative.

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Student EDI Champions	Students approach the EDI Champions if they want advice with regards to EDI matters.	Autumn 2023	EDI Champions and SLT	Students are able to raise a concern or ask for advice about EDI matters
External and internal opportunities for students	External and internal opportunities for visits or visitors to explore real life representations of EDI (especially under-represented groups) for students (e.g. inclusive sports events).	Autumn term 2023 or Spring term 2024	Middle Leaders, SLT and EDI Champions	Students are exposed to real life representations of EDI.
EDI audit of curriculum	Develop a framework to audit EDI in the school curriculum. Audit various aspects of curriculum for coverage of EDI.	Spring term 2024	Director of Education, school leaders at different levels and EDI Champions	Development of EDI framework led by Director of Education. EDI framework used to audit EDI coverage in the school curriculum.