



Northern Lights
LEARNING TRUST

Equality Information and Objectives Statement

Review Date: Autumn 2022

Next Review Due: Autumn 2026

Person in Charge: CEO

Link to Director: Chair of Board

Northern Lights Learning Trust

Signed off by: Chair of Board

Date from: Autumn 22

Review Date: Autumn 26

Pastoral Care/Spiritual Development

The quality of relationships between all members of school staff and pupils, and the relationship with parents and carers is the area that is most commonly associated with the ethos of the schools in our Trust. It is expressed in the terms of sharing and caring. In the Church schools in our Trust, we follow the teachings of:

‘Love your neighbour as yourself’ – Matthew 22:39.

‘This is my commandment: love each other’ - John 15:17.

In our non-Church schools we follow the spiritual principles that align with caring for each other. In all of our schools we believe every pupil is an individual who is valued for who they are.

We have a series of overlapping networks of relationships, which includes governors, staff, children, parents, church members, and members of the community which the school seeks to serve. Our pastoral work will strive to meet the significant challenge to create and maintain such networks including in our Church schools in ways which reflect the Gospel. Those who are in leadership roles, which includes all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

It is from this premise that both Christian and spiritual love will pervade all aspects of life at Northern Lights Learning Trust. It will influence how we reward and teach discipline. It will affect how we value work and the achievements of pupils and staff. It will be seen in the way in which the school environments are created and cared for, in the way in which the needs of pupils, parents, and community are met, and in the way in which teaching and non-teaching staff work together effectively as a team. Pastoral care pervades all aspects of school life and therefore will be reflected in the way the schools are organised and the policies are written and implemented.

Equality information and objectives statement

This Equality information and objective statement will be reviewed every 4 years.

1. Aims

Northern Lights Learning Trust aims to meet its obligations under the Public Sector Equality Duty (PSED) 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 (protected characteristics are age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race, religion or belief, sex and sexual orientation)
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

2. 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.

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

3. Roles and responsibilities

The board of trustees will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to 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 on a daily basis to the headteacher/head of school within each academy and the COFO within the central team and teaching school hub.

Local Governing Bodies will:

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the board of trustees via the Chair's meetings regarding any issues

The headteachers/head of schools will:

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

The central team HR Assistant will:

- Support the headteachers/head of schools in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteachers/heads of schools in identifying any staff training needs, and deliver training as necessary

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

4 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, governors and staff are reminded of their responsibilities under the Equality Act for example during meetings and when representing their academy and the trust.

New staff receive Equality training as part of their induction and all staff undertake annual refresher training.

We have a HR Assistant who will monitor equality issues and liaise regarding these issues making senior leaders, governors and trustees aware when appropriate.

Local Governing Bodies monitor equality in their role as Local Governors

Trustees monitor equality in their role as Trustees

5. 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 that are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- 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)

In fulfilling this aspect of the duty, the trust will ensure all of its academies:

- Analyse attainment data each academic year showing how pupils with different characteristics are performing and determine strengths and areas for improvement and implement actions in response
- Make evidence available for internal use for identifying improvements for specific groups
- Analyse further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils
- Are mindful of small numbers that could identify individual pupils or groups and not publish any data that may identify any pupils
- Publish data on the equality information of characteristics of our pupils, being mindful to ensure no identification of pupils

6. Fostering good relations

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the trust. **This environment will be achieved by:**

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

7. Equality considerations in decision making

The trust ensures it has due regard to equality considerations whenever significant decisions are made. The trust and its academies will always consider the impact of significant decisions on particular groups. For example when planning trips or events ensuring they don't fall over

a religious holiday, will be accessible to pupils, staff and the community, when relevant, with disabilities and have equivalent facilities for males and females.

An equality impact assessment should be completed to show we have actively considered our equality duties and asked relevant questions. This will be recorded at the same time as event and trip risk assessments and should be stored electronically with the risk assessment.

As a trust we do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The Trust's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The Trust's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

8. Equality Objectives

2022-2026

1. To ensure all parents are well-informed and supported to be involved in pupils' learning, overcoming any barriers or disadvantage
2. To ensure our PSED curriculum teaches all pupils how to stay safe, including in relation to their local community context
3. To ensure all pupils receive high quality education and those who require catch-up receive high-quality timely intervention
4. To ensure all pupils are supported to attend school, overcoming any barriers or disadvantage
5. To ensure all pupils' voices are heard
6. To ensure the wellbeing of all staff and pupils is held central to decision making

7. To ensure all of our Church schools are equally open to children of all faiths and none and ensure pupils achieve fullness of life
8. To ensure all staff recruitment is fair and in line with our equalities policy

9. Monitoring arrangements

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

10. Links with other policies

This document links to the following policies:

Accessibility Plans

Equality and Diversity Policy