

Equality Information and Objectives

mid-year review (2022/23)

Objective 1: *To improve attendance for those students with a high level of medical need, across the academic year, by minimising incidental absences*

Review:

- Trust oversight of attendance through Arbor system and regularly half termly meetings to discuss children of concerns / children within particular groups.
- Policy adaptations to support children with ongoing health concerns, working with parents to create health care plans to support regular attendance, including actions such as approving medication on site.
- SENCO / Pastoral team involvement of the attendance process for pupils with medical needs, regularly meeting with parents to support any changes or concerns
- Alternative arrangements for pupils with significant need (for example joining lessons remotely where immune system does not allow attendance)
- Staff training on specific medical conditions to ensure a thorough understanding of the condition and triggers to support prevention of absences

Objective 2: *Address staff and pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in adolescence - but have a greater impact in adult life.*

Review:

- Trust engagement with Local Authority school wellbeing service (SWS)
- Trust wide mental health INSET day training provided by SWS
- Anxiety gremlin training for staff, followed by parent workshops
- Staff mental health champions throughout the schools supporting colleagues
- Pupil mental health champions who received a block of training before being 'appointed' to the role
- Trust wide focus days (wear yellow) to promote healthy mind and increase awareness of mental health and wellbeing
- Assemblies focusing on promotion of a healthy mind
- Referrals to support agencies for families through the Trust policies / procedures for example attendance / CAF
- Trust buy into Zurich insurance staff wellbeing service, accessible to all staff 247 for any support and advice
- Wellbeing meetings and support for any staff absences relating to mental health, including OH referral. Phased returns where appropriate
- Staff can sign up for reflective sessions through SWS, and regular staff wellbeing surveys
- Tailored support for staff and pupils if exceptional incidents occur which affect the school community (for example a pupil or staff bereavement)

Objective 3: *To increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn about the importance of promoting tolerance and understanding.*

Review:

- Trust leaders develop and adapt SACRE policy and curriculum to ensure it meets the needs of the school community and the statutory requirements
- Regular Trust RE leader meetings to discuss current affairs and any adaptations needed to the mid-term curriculum to cover these
- Religious leader visits from within the local community, regular visits to the local place of worship, parents often contribute to assemblies or lessons with a religious focus
- Regular reviews of incident logs which relate to particular pupil groups, noting any trends in intolerance and ensuring these are addressed correctly and prevention strategies are implemented
- Big question assembly once a week to promote and encourage discussion of different faiths / beliefs
- Children watch Newsround once a week during assembly which highlights relevant current affairs which encourages and prompts conversations around beliefs, faith and diversity
- British value assemblies

Objective 4: *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year.*

Review:

- Relevant senior leaders attend regular Safer Recruitment Training
- Governors / Directors who are directly involved in recruitment also attend regular Safer Recruitment Training
- The above involved in recruitment are aware of the Trust / School obligations within the Equalities Act and ensure that these are appropriately adhered to
- Governor / Director training and knowledge is reviewed annually, relevant training is provided where needed
- Any applications received are reviewed by the Headteacher and judged on merit linking in with the person and job specification related to the vacancy, this included holding the correct qualifications
- Trust buy into Juniper Education who provide HR policies ensuring equality and diversity in all areas

Additional areas to note:

- Relevant information is cascaded / reported to Local Governing Bodies / Board who challenge any concerns raised (for example if racial bullying occurred)
- Trust policies are reviewed regularly to ensure that these cover the requirements under the Equalities Act
- Governor learning walks and visits take place termly with the opportunity to discuss the objectives and obligations with senior leaders
- New staff induction and regular staff meetings cover equalities, any relevant current affairs and updated policies are shared

- As agreed upon last review, designated member of staff for equality is the Deputy Headteacher of each school
- Headteachers ensure that staff and pupils are able to request leave of absence for religious observances
- Trust schools continue to hold half-termly pupil progress meetings which review pupils within characteristic groups (for example pupils with disabilities) to ensure that they are receiving the appropriate support and accessing the appropriate opportunities
- Trust schools continue to publish attainment data as per statutory requirements
- Racial incidents are recorded, investigated appropriately by a DSL or Senior Leader, and where appropriate reported to the LGB
- Trust Schools ensure that school core values incorporate, British values, equal opportunities and are promoting school wide through assemblies, staff hand book and policies procedures such as the behaviour policy
- PHSE curriculum and various assemblies continue to further enhance the promotion of religion, equalities and opportunities for all

Objectives for academic year 2023/24

Catalyst Academies Trust Board have ratified the basis of the objectives remain the same for the academic year of 2023/24, and will continue to monitor and amend where appropriate.

Signed: 

Lea Tyler, Chair of Trustees

23.3.2023