



TRUST EQUALITY STATEMENT

Introduction

The Kent Catholic Schools' Partnership as a multi-academy trust (MAT) comprising primary and secondary academies is committed to its duties under the Equality Act 2010. We believe that the Equality Act provides a framework to support the commitment of KCSP to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. KCSP is a Catholic community of academies and all those directly connected (staff, governors, other volunteers, parents, families and pupils) have an essential role to play in improving children's educational and well-being outcomes.

Roles and responsibilities

The **Trust Board** has the ultimate responsibility for ensuring that the Trust and its academies promote equalities and meet the requirements of the Equality Act.

Each academy **Local Governing Body (LGB)**, as a sub-committee of the Trust Board, is responsible for ensuring that:

- the academy complies with legislation
- the academy notes and publishes the KCSP Equality policy
- its related policies and procedures are implemented effectively
- every Committee of the LGB keeps the academy's commitment to the Public Sector Equality Duty under review for example in terms of standards, curriculum, admissions, exclusions and personnel issues
- there is an annual review of the work that the academy has undertaken including progress against the Trust and Academy's Equality Objectives in order to update the KCSP equality template published on its website.

The **Headteacher and Senior Leadership team** of each academy is responsible for:

- Implementing this policy and its related policies and procedures
- Ensuring that all staff and pupils are aware of their responsibilities and staff are given appropriate training and support
- Taking appropriate action in any cases of unlawful discrimination.

Teaching and support staff of each academy must:

- Promote an inclusive and collaborative ethos in the classroom
- Challenge prejudice and discrimination

- Deal fairly and professionally with any prejudice-related incidents that may occur
- Plan and deliver curricula and lessons that reflect the Trust and Academy's principles, for example in providing materials that give positive images in terms of race, gender and disability
- Maintain the highest expectations of success for all pupils
- Support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult
- Keep up to date with equalities legislation relevant to their work.

Publishing equality information

In order to meet our specific duties under the Equality Act 2010, the **Trust** will publish on its website:

- Annual information relating to staff who share a protected characteristic that are affected by our policies and procedures.
- Details and links to any relevant policies such as pay and recruitment policies
- Prepare and publish one or more objectives, at least once every four years, which the Trust Board have identified that we need to achieve in order to deliver our commitment to the Equality Act and Duty.

Each Academy will:

Publish annual information on their website using the template supplied in the KCSP Equality Policy relating to the children in their academy who share a protected characteristic, as well as information about staff and governor/volunteer training. This could include:

- Attainment data which shows how children and young people with different characteristics are performing and information about any steps taken in response to their analysis of the data
- Information about how the academy monitors equality issues
- Details and links to any relevant policies (for example their behaviour policy or antibullying policy)
- Evidence of staff and governor training on equality and diversity, this could also include notes from governor or staff meetings where they are reminded of their responsibilities under the Equality Act.
- Information about any aspects of the curriculum which promote tolerance and friendship
- Details of any activities or initiatives that promote a shared understanding of a range of religions, cultures or relevant issues.

Links to other policies and documentation

The Equality Act also applies to the Trust in our role as an employer, and the way we comply can be found in the Trust HR policies.

