



HEART
EDUCATION TRUST

Equality Information & Objectives

2022

Last Reviewed: 20 December 2022

Next Review Due: 20 December 2026

Adopted by: The CEO on behalf of The Board of Trustees on 20 December 2022



Heartsease
Primary Academy



Lingwood
Primary Academy



Henderson Green
Primary Academy



Valley
Primary Academy

The HEART Education Trust Documents Review Record:

Version:	Date Amended:	Amended By:
2	20/12/2022	CEO

The HEART Education Trust, a charitable company limited by guarantee registered in England and Wales with company number 08286818. Registered office address: Heartsease Primary Academy, Rider Haggard Road, Norwich, Norfolk NR7 9UE.

Aims

The 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
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

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 the Trust's funding agreement and articles of association.

Equality Information

The Trust **eliminates discrimination** by:

- Publishing policies relating to pupil behaviour, staff conduct, anti-bullying, recruitment and pay.
- Ensuring that published policies are non-discriminatory, e.g. the Staff Sickness Absence Policy does not count pregnancy-related illnesses in relation to absence triggers and the Leave of Absence Policy allows for leave for religious festivals.
- Maintaining records of staff training relating to equality, diversity and inclusion.
- Utilising a classification system within the Trust's behaviour management software system that enables the recording and analysis of all pupil behaviour incidents that have a discriminatory basis.
- Robustly challenging instances of discrimination via the behaviour policy (pupils) or disciplinary policy (staff) should these occur.

The Trust **advances equality of opportunity** between people who share a protected characteristic and people who do not share it by:

- Reviewing and analysing pupil attainment data showing how pupils with different characteristics are performing (e.g. pupil premium and SEND).
- Establishing a centralised Trust Inclusion team.
- Adopting and advancing a Trust wide Pupil Premium Strategy and SEND Strategy.
- Introduction of an inclusion unit at each academy to ensure that pupils with the highest SEND needs are able to access the curriculum and make progress from their starting points.

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The Trust **fosters 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 the PSHE and RE curriculum.
- Carrying out assemblies dealing with EDI issues relevant to each school community.
- Ensuring pupil participation in relevant national events such as anti-bullying week.
- Supporting employees who wish to share personal information

Equality Considerations

The Trust has due regard to equality considerations whenever significant decisions are being made.

Equality Objectives

The Trust has set the following equality objectives:

Objective 1

To provide annual training for staff on equality, diversity and inclusion, which forms part of the Trust's whole-staff mandatory compliance training programme.

The Trust has chosen this objective to promote a culture of equity throughout the Trust, identifying the raising of awareness of EDI amongst staff as a first step to achieving this. We purchased an online training programme for staff that was first rolled out 1 February 2022, and annually thereafter.

Objective 2

To consider and make reasonable adjustments for all employees with disabilities.

The Trust has chosen this objective to ensure that disabled employees are not placed at a disadvantage at work, compared to non-disabled employees. Risk assessments are carried out by line managers in relation to disabled employees in order to consider such reasonable adjustments. Where further advice and guidance is required, the Trust engages occupational health advisors.

Additional objectives may be set by individual academies or Trust departments as appropriate.