

Equality Act Statement

Equality Objectives

Equality Information

Version	1.1
Approving Body	Trust Board
Date ratified	July 2016
Date issued	October 2021 (updated Equality Information)
Review date	February 2022
Owner	CEO
Applies to	All Trust Schools, all Trust staff

Version	Date	Reason
1.0	July 2016	To establish a Trust wide policy
1.1	October 2021	Periodic review – updating Equality Information

Wimborne Academy Trust is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the community in which we work.

We will assist our pupils in achieving to their very best potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our pupils to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As an Academy Trust and employer we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with our specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how we are complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. This information is available on the Trust website. Accessibility plans will be maintained by each school.

Equality Objectives

1. PERSONNEL: To maintain high and fair equality standards in the recruitment, deployment and development of staff.
2. PREMISES: Through each Trust Schools Accessibility Plan, ensure that physical access to the premises for current and anticipated future pupils, parents and staff is maximised.
3. CURRICULUM: To promote amongst pupils the equal value of all human beings, regardless of their backgrounds or circumstances.
4. FINANCE: To ensure that all pupils in Trust schools have fair entitlement to, and benefit from, the resources of the school, commensurate with their needs.

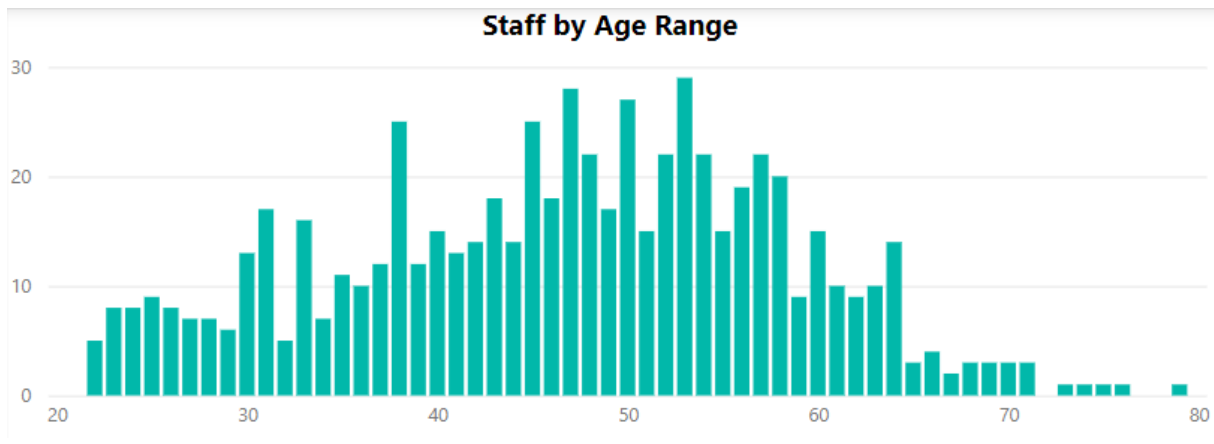
Equality Information 2021

PERSONNEL:

[Gender pay gap report](#) is available on the Trust website

Ethnicity:

Staff by ethnicity (October 2021)	WAT
Any other ethnic background	0.2%
Asian or Asian British, any other Asian background	0.3%
Asian or Asian British, Bangladeshi	0.3%
Asian or Asian British, Indian	0.3%
Asian or Asian British, Pakistani	0.3%
Black or Black British, African	0.3%
Black or Black British, any other Black background	0.2%
Mixed	0.3%
Not recorded	5.4%
White British	89.8%
White Irish	0.8%
White other	2.0%
Dorset population by ethnicity (Census 2011)	
Black and minority ethnic background	8.1%
White british	91.9%



The Trust is continuing to develop its data collection and analysis capabilities in relation to the workforce to inform practice linked to the Trust’s commitment to equality and diversity.

PREMISES AND CURRICULUM

The Trust commissioned Accessibility Audits for all schools in 2020. The review included access to information, facilities and education/curriculum. The audits demonstrated generally high levels of compliance with some improvements required which are being addressed through action plans.

Accessibility audits	Audit findings against best practice			N/A
	Exemplary	Compliant	Improvement required	
Queen Elizabeth's	8	20	8	0
Allenbourn Middle	0	28	8	0
Emmanuel Middle	1	25	10	0
Lockyer's Middle	3	23	9	1
St Michael's Middle	0	27	9	0
Hillside First	1	27	7	1
Merley First	2	24	8	2
Verwood First	3	22	9	2
Colehill First	0	27	7	2
Hayeswood First	0	25	9	2
St John's First	0	28	7	1
Witchampton	3	22	9	2

FINANCE

The Trust’s [Financial Statements](#) showing how funds are used across the Trust are on the Trust website.

Details of how each school has used funding premiums to address disadvantage and thereby further equality are available from their [websites](#).