SOLENT
Academies Trust

Equality Information & Objectives Action Plan

Together we inspire lifelong learning, perseverance, kindness, and growth, transforming the lives of our children and families

Scope:	Trust Policy
Author:	Chief Finance and Operations Officer
Name of Responsible Officer:	Chief Executive Officer
Approving Committee:	Trust Board
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1. Equality Information and Objectives Action Plan

At Solent Academies Trust we are a respectful, positive learning community where everyone is enabled to achieve the most that they can, progress as far as they can and learn the most that they can.

- We promote and value diversity
- We promote and value human rights
- We challenge stereotypes

We take pride in our diverse community and as a Trust we welcome our duties under the Equality Act 2010 and the guidance from the Department of Education published in May 2014. Our Equality Policy is essential in ensuring this can happen.

Solent Academies Trust will not discriminate against, harass, or victimise any pupil, prospective pupil, or other member of the organisation because of their protected characteristics - sex, gender, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity or marriage and civil partnership.

Solent Academies Trust aims to promote students' spiritual, moral, social, and cultural development with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for students and employees. Solent Academies Trust is committed to not only eliminating discrimination, but also increasing the understanding and appreciation for diversity.

Aims

- To enable all members of our Trust community regardless of race, sex, gender, disability, social background, religion or belief, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, or age to have the opportunities to develop in every area of our Trust life to the highest level
- To provide a broad and balanced curriculum promoting the spiritual, moral, social, cultural, mental, and physical development of our pupils
- To encourage respect and tolerance for others, their faith, culture, and way of life
- To provide a clear statement about the Trust's commitment to promoting equality and diversity within employment

Objectives

- To further improve wellbeing for **all** members of our community
- To promote emotional and mental health awareness and develop appropriate interventions and support where necessary.
- To widen diversity in our recruitment across the Trust, including achieving the 'Disability Confident – Level 2' employer approval and recognition.
- Continue to improve accessibility across the academy sites for pupils, staff, and visitors with disabilities, including access to specialist teaching areas.
- To further improve access to health support for pupils with complex medical needs.

Solent Academy Trust Equality Objectives Action Plan

Objective	Actions and Strategy	Responsible	Outcome
To further improve wellbeing for **all** members of our community	Implementation of relational practice approaches across our communities. Cliffdale are piloting approaches to relational practice and these working well, staff have a clear understanding of how and why this is being implemented. Littlegreen Academy are implementing the Character & Culture Curriculum. Mary Rose Academy are introducing relational practice into staff meetings and leadership collaboration and through curriculum opportunities for pupils. Redwood Park leaders revised implementation of whole school Thrive. Strategic leadership professional development with BTS Sparks. NP to share update relational practice development at Cliffdale at the Summer Term Standards Board. Central Team Training in March will focus on Relational Practice. Dove House staff training will roll out Thrive across the whole school in March 2024. Mark Finnis (relational Practice expert) booked for our March 2024 Trust Wide Professional Development Day. School events foster wider stakeholder engagement. Family Support worker Programmes increase and enhance relational practice/ engagement.	All leaders	All members of our community will feel valued, respected and integrated into our community & this will further increase access and inclusion for all.
To promote emotional and mental health awareness and develop appropriate interventions and support where necessary.	Implement Thrive at Redwood and Dove House. Further develop approaches to support pupils across our academies through sensory integration and communication development. Enhance DSL supervision through access to external supervision support.	Middle & Senior Leaders	Staff will have the confidence, tools, and resources to support pupils and their families with the increasing complexity of need. This will include escalation with multi agencies, where needed.

To widen diversity in our recruitment across the Trust, including achieving the 'Disability Confident – Level 2' employer approval and recognition.	HR analysis of diversity in our work force. Review of support and training in place for personnel with a range of needs. Complete Disability Confidence Level 2 award	Director of People/ Chief Finance and Operations Officer	Increased diversity across our staff work force.
Continue to improve accessibility across the academy sites for pupils, staff, and visitors with disabilities, including access to specialist teaching areas.	Update & review SAT academies accessibility plans.	Operations Officer with Principals	Full access for all pupils.
To continue to improve access to health support for pupils with complex medical needs.	Senior Leaders to continue strategic planning and solution focused approaches in partnership with multi agencies to improve individual provision in line with EHCPs.	Academy Leaders/ CEO	All pupils will have access to health support in line with their needs.

Dealing with prejudice:

Solent Academies Trust does not tolerate any form of prejudice-related incident. Whether direct or indirect, it will treat discrimination against all members of the organisation with the utmost severity using appropriate procedures.

Solent Academies Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Pupils at Solent Academies Trust are taught to be understanding of others, to celebrate cultural diversity, they are encouraged to reach their full potential, to be inclusive, have an awareness of different religious beliefs between diverse ethnic groups and understand what constitutes discriminatory behaviour.

Solent Academies Trust is committed to reducing the incidence of homophobic, sexist, ableist, and racist language by students in the school.

Employees at Solent Academies Trust will not discriminate against any member of the organisation or treat others unfairly. Employees will promote diversity and equality, encourage, and adopt an inclusive attitude, and lead by example.

Equality and dignity in the workplace:

Solent Academies Trust does not discriminate against its employees' protected characteristics as set out above.

Equality of opportunity and non-discrimination extends to the treatment of all members of the organisation. All employees are obliged to act in accordance will the Trust's various policies relating to equality.

Solent Academies Trust will endeavour to ensure that the employee body and representation of employees in leadership roles is reflective of the local community.

Solent Academies Trust will ensure that redundancy criteria and procedures are fair and objective and are not directly, or indirectly, discriminatory regardless of whether they result in warnings, dismissal, or any other disciplinary action.

Closing statement:

Prejudice is not tolerated at Solent Academies Trust, and we are continuously working towards a more accepting and respectful environment for the organisation.

Solent Academies Trust's Equality Policy further outlines its policies regarding equality.