

Equality Compliance Policy

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Version Number	1.2
Related Legislation	Equality Act 2010 Law on equal treatment
Related Policies, Strategies and Other Documents	All Equality Objectives (tbc proposed by July 2019)
Replaces	
Policy Owner	LLT CEO
Approval Level	Board
Policy Author	CEO
Applies To	All staff
Date Communicated to Staff	
Responsibility for Deployment	Heads of College
Last Review	N/A
Meeting Date/Minute Reference	JLT Feb 2019
Next Review Due	January 2022



Statement of Compliance and Equality Objectives

1. Introduction

Under the Equality Act 2010, the Lighthouse Learning Trust (LLT) recognises its statutory duty with regard to the key values of Equality (for all), Diversity and Inclusion. These values are reflected both in the LLT Strategic Priorities and the Equality Plan (2019-2022).

This document provides the LLT Statement of Compliance and Equality objectives related to our statutory duty. The legal framework and obligations within which all public bodies are required to operate, according to the Equality Act 2010, are defined thus:

2. General Public Sector Duties

2.1 The Trust is subject to the public sector duty and the primary aim of this duty is to promote equality for all. These actions are recorded through:

- The publishing of information in an accessible form for all to read
- The stating and showing of compliance with the Equality Duty
- The Setting and publishing of equality objectives

All are part of the specific duties required of public bodies.

2.2 It is mandatory that the Trust must consider “due regard” and is required to our public duty under the Equality Act 2010. This has three aims under the general duty for Schools and Colleges:

These can be described as the three aims of the Equality Duty.

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relationships between people who share a protected characteristic and those who do not.

The Protected Characteristics are:

**Age
Disability
Gender reassignment
Sex
Sexual orientation**

**Marriage and Civil Partnership
Pregnancy and Maternity
Race
Religion or Belief**

2.3 The Trust aims to take active steps to improve equality and to foster good relations between those who share a protected characteristic and those who do not through the following actions:

- Identify, remove and/or minimise any disadvantages suffered by those sharing a relevant protected characteristic.
- Challenge prejudice and promote understanding between people from different groups of those who share a protected characteristic and those who do not.
- Encourage those who share a protected characteristic to engage fully in all activities related to public life where historically, there is a recognised and disproportionately low number.

3. The College has a commitment to comply with the legal requirements as outlined by the General Public Sector Equality Duty. This will include the publishing of relevant and appropriate information to demonstrate the College's compliance the Equality Duty and in line with the timescales set by this legislation. The published information will include the following:

- The effect that policies and practices have on those identified as having a/some protected characteristic(s).
- Analysis of equality measures that have been undertaken
- Equality objectives
- Details of engagement and service outcomes for people with different protected characteristics
- Gender pay differentials

3.2 To comply with the stated duties, the Trust will:

- Undertake equality analysis on all policies, procedures and significant decisions made.
- Gather information in respect of all protected characteristics and manage related outcomes and issues.
- Ensure each Academy identifies equality objectives
- Ensure each Academy initiates wider contacts with their communities and outside agencies for guidance and support related to equality and diversity.

EQUALITIES INFORMATION AND OBJECTIVES

This statement of compliance will be proposed by the CEO and agreed by the Board on a 3 yearly cycle.

Academy LGBs Board agree 3 yearly Equality Objectives and monitor these yearly and present their findings to the Board.

Objectives will be set that consider how well we currently achieve our equality aims with regard to the protected groups under the Equality Act (race, disability, gender, gender confirmation, age, pregnancy and maternity, sex and sexual orientation, religion and belief, socio-economic and marriage and civil partnership)

Objectives will be set by:

- Identifying and examining evidence of equality we already have within policies and practice and identify gaps.

- Examined how we engage with the protected groups, identifying where practice could be improved.

INFORMATION GATHERING PROCESSES

- Recruitment and Selection data
- Staff and student profiles from 2012-2013
- Student surveys
- Staff forums and “think tanks”
- Curriculum team meetings
- Student conferences
- Student progression
- Work and study environment practices
- Learning support records
- ALS information
- Members of other decision making bodies (Senior Management Team, Governors, Community Teams, Care Services)
- Equality and Diversity Groups
- Student Union
- Unions

OTHER SOURCES OF INFORMATION

Information has been gathered from National Organisations to support the Colleges to ensure we are compliant with all of our statutory duties. These include:

- Equality and Human Rights Commission
- Federation of Racial Equality Council
- Stonewall
- Disability Rights Commission
- Mencap
- MIND
- Equal Opportunities Office
- Government Equalities Office
- Internal data re: application and enrolment data, student enrichment activities, course reviews.

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