

The ArtsXchange

Part of the T4 Trust

Equality information and objectives

Content

1. Introduction	3
2. Aims	3
3. Legislation and guidance.....	3
4. Roles and responsibilities.....	4
5. Eliminating discrimination	4
6. Advancing equality of opportunity.....	4
7. Fostering good relations	5
8. Equality considerations in decision-making	5
9. Equality objectives	5
10. Monitoring arrangements	6
11. Links with other policies	6

Introduction

The ArtsXchange aims to provide a warm and welcoming environment. We are dedicated to supporting vulnerable people and every aspect of our work focuses on removing barriers to learning and development. Our aim is to support our students and to enable them to reach their potential as confident, open-minded citizens. In this spirit we are committed to challenging negative attitudes and we actively promote a culture of awareness, tolerance and inclusion.

This applies to our students, who have statements of special educational need, and to other people involved with the College who may be subjected to discrimination, harassment or victimisation because of their characteristics. These can include:

- Age
- Disability
- Gender
- Gender identity/ gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sexual orientation

The Equality Act of 2010 requires public bodies to publish equality information and objectives (Public Sector Equality Duty.) It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This document fulfils that requirement and demonstrates that equality and equal opportunities are an integral part of our ethos and vision.

Aims

Our College aims to meet its obligations under the public sector equality duty 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 Colleges 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 Colleges](#).

This document also complies with our funding agreement and articles of association.

Roles and responsibilities

The local governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the College, including to staff, students and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head of College

The Head of College will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All College staff are expected to have regard to this document and to work to achieve the objectives as set out in section 9.

Eliminating discrimination

The College is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff will receive training on the Equality Act as part of their induction, and all staff receive refresher training annually

They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the College aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of college societies)

In fulfilling this aspect of the duty, the College will:

- Publish attainment data each academic year showing how students with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students

Fostering good relations

The College aims to foster 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 different aspects of our curriculum. This includes teaching in personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Working with our local community. This includes organising College trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups and individuals within the College, using a conflict resolution approach. All students are encouraged to participate in the College's activities. We also work with parents to promote knowledge and understanding of different cultures

We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Equality considerations in decision-making

The College ensures it has due regard to equality considerations whenever significant decisions are made.

The College always considers the impact of significant decisions on particular groups. For example, when a college trip or activity is being planned, the College considers whether the trip:

- Cuts across any religious holidays,
- Is accessible to pupils with disabilities

Equality objectives

Objective 1:

Undertake an analysis of recruitment data and trends with regard to race, sex, gender and disability and report on this to the Local Governing Board (LGB) and T4 board.

Why we have chosen this objective: *We are committed to ensuring that no individual, whether a student, member of staff or anyone else involved in the College, is treated less favourably in any respect because of a characteristic they have.*

To achieve this objective, we plan to: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability*

Objective 2:

Have in place a reasonable adjustment agreement for all staff with disabilities to meet their needs better and ensure that any disadvantages they experience are addressed.

Why we have chosen this objective: *To ensure that the College is fully accessible for our staff and that TheArtsXchange operates as an inclusive environment for all to work in regardless of specific needs. We are dedicated to supporting vulnerable people and it is central to our ethos that we are committed to providing a building, grounds and services that are fully accessible to everyone*

To achieve this objective, we plan to: *Ensure that all staff have the opportunity to meet with a member of the College Leadership Team (CLT), the Head of College or Executive Principal to discuss personal health issues to ensure that any reasonable and appropriate adjustments can be considered.*

Objective 3:

Maintain representation of teachers from minority ethnic communities over a 4-year period (from this July to July in 4 years' time) and as opportunities arise, promote the inclusion of BAME candidates for middle and senior leadership positions.

Why we have chosen this objective:

To ensure that the staff group at all levels reflects the diversity of the student populations and the communities we serve.

To achieve this objective, we plan to:

Explicitly state on adverts for substantive posts, that applications from BAME candidates are particularly encouraged.

Progress we are making towards this objective:

Currently 52% of the staff Team are from BAME communities.

Objective 4:

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements by December 2021.

Why we have chosen this objective:

To work towards eliminating all forms of subconscious bias in the selection process for jobs at every level within the College.

To achieve this objective, we plan to:

Seek out a relevant training provider and provide training as part of the College Continuing Professional Development (CPD) /INSET programme.

Objective 5:

All specific training and career progression opportunities will be made available for all staff to apply for should they wish.

Why we have chosen this objective:

To ensure that all staff members have equal access to opportunities that may enable them to advance/develop their career and cultivate skills and knowledge beneficial to the delivery of an efficient and high-quality education.

To achieve this objective, we plan to:

Publish the yearly CPD schedule and advertise all roles and training opportunities amongst the staff group.

Monitoring arrangements

This policy will be reviewed and updated in accordance with the Trust policy review schedule and from time to time may be updated more frequently in response to changes in guidance, legislation or under instruction from the Trust.

Links with other policies

This document links to the following policies:

- Accessibility policy
- Risk assessment policy