

Atlantic Academy Portland – An Aspirations Academies Trust (AAT) Academy

Single Equalities Scheme

Introduction

The Equality Act 2010 replaced all previous equality legislation and provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the predecessor legislation, and it extends the protection from discrimination in certain areas.

Unlawful discrimination is defined in the Act as:

- Direct discrimination (including discrimination based on perception or association).
- Indirect discrimination.
- Discrimination arising from disability.
- Failure to make reasonable adjustments (for disabled people).

The Act protects individuals from discrimination and harassment based on 'protected characteristics'. The protected characteristics are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race including ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Age
- Marriage & civil partnership

Specific Schools Provisions

All schools in England, Wales and Scotland, irrespective of how they are funded or managed, have obligations under the Equality Act 2010.

Age and being married or in a civil partnership are not protected characteristics for the schools provisions but are included within the duties as an employer.

The categories of people covered by the schools provisions are:

- Prospective pupils (in relation to admissions arrangements).
- Pupils at the school (including those absent or temporarily excluded).
- Former pupils (if there is a continuing relationship based on them having been a pupil at the school).

Schools also have obligations under the Equality Act 2010 as employers, bodies which carry out public functions and service providers.

In respect of all the protected characteristics except age and marriage / civil partnership, the new public sector equality duty will require schools to have due regard to the need to:

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

Advancing equality of opportunity involves:

- Removing or minimising disadvantages
- Taking steps to meet people's needs
- Encourage participation in any activity in which participation by such people is disproportionately low

Fostering good relations involves:

- Tackling prejudice, and
- Promoting understanding

Part of normal decision-making for schools involves assessing (where relevant and proportionate) the impact their practices are having on equality. There is no particular process or prescribed set of forms to assess this impact. However, the government believes that transparency about the results of such assessments, and the data that underpins them, is important.

AAT Schools profile and values

AAT academies are mixed and non-selective, offering local children a first class education and the chance to achieve the academic qualifications and skills that will enable them to go on to higher education. We are passionate about excellence in education, giving students the very best start in life with a firm belief that excellent teaching transforms lives. Our core belief is that for all students to have high aspirations they must believe in themselves, be actively engaged in their learning and see the connection between what they learn today and who they want to become tomorrow.

As well as providing the best opportunities for their pupils, AAT academies play an important part in the regeneration of communities. The academies are a significant focus for learning for students, their families and the local community.

The AAT Vision

Our vision is to create a group of outstanding schools that radically improve our pupils' life chances. We want every pupil at an AAT academy to do well enough by the age of 18 to go on to university or pursue the career of their choice.

Central to the philosophy of the Aspirations Academies Trust is the innovative Aspirations Framework developed by the Quaglia Institute for Student Aspirations (QISA) which outlines the belief that for all students to have high Aspirations, three Guiding Principles must be present:

- Self-Worth
- Engagement
- Purpose.

These Guiding Principles direct the development of educational experiences from the individual classroom to the entire school building. The three Guiding Principles, in turn, are lived out through eight Conditions that emphasise relationships, active and engaging teaching and learning, and a sense of responsibility over one's own aims and goals.

The eight Conditions are:

- Belonging
- Heroes
- Sense of Accomplishment
- Fun & Excitement
- Curiosity & Creativity
- Spirit of Adventure
- Leadership & Responsibility
- Confidence to Take Action.

Students who have high aspirations believe in themselves, are meaningfully engaged in their learning and the life of the school and work with intention toward their goals.

Our Aspirations Academies have a commitment to make certain that all young people achieve their fullest academic potential and become responsible citizens. To achieve this goal we are dedicated to promoting and putting into practice the Three Guiding Principles and 8 Conditions that foster student aspirations. Each Academy strives to ensure that all students have the opportunity to discover and appreciate their endless promise for a successful future.

Working in an AAT Academy

Atlantic Academy Portland currently employs around 86 people. We are committed to encouraging and achieving a working environment which is underpinned by fairness to all individuals, where equality and diversity is recognised, encouraged and valued, and the concept of individual responsibility is accepted by all.

We want to attract the best and most talented staff from all backgrounds. When recruiting and selecting workers and staff, each AAT Academy will:

- Ensure its practices and systems are transparent, objective, thorough and consistent
- Ensure those involved in the recruitment & selection process receive appropriate training
- Take account of issues relating to safeguarding children at every stage of the procedure
- Avoid over-reliance on DBS checks as a means of 'sifting' out candidates unsuited to working with children

Our Equal Opportunities Policy details our commitment to equality and diversity, and is supported by our Dignity at Work Policy. Each individual academy has a code of conduct in place which further details the high standards of behaviour and conduct expected from staff.

Additionally, to support retention and to promote equality of opportunity, we also:

- Implement best practice in areas such as: equal opportunities in recruitment; selection and promotion; and family working practices, including flexible working arrangements
- Have in place a wide range of training and development opportunities to support continuous professional development
- Support disabled staff with Access to Work applications

Our Employees

Atlantic Academy Portland currently employs 136 staff September (2017). The following tables show the profile of our workforce in a number of key areas.

Gender	Number	Percentage
Female	112	82%
Male	24	18%
Grand Total	136	100%

The Academy serves a population which is predominantly white and therefore the ethnic split of our staff reflects the community in which it serves.

Ethnicity	Number	Percentage
White British	122	89%
White Other	3	2%

Black and Minority Ethnic Groups (BME)	0	0%
Not known	11	8%
Grand Total	136	100%

Atlantic Academy Portland has a mixed age range of its employees from under 25 through to 60 plus. There is the greatest number of representatives in the 40 to 44 age range which sees staff with lots of experience. This is balanced with those newer to working in the education sector; seeing almost a quarter of our workforce under 30 years of age.

Age	Number	Percentage
Under 25	7	5%
25-29	9	6.5%
30-34	10	7.5%
35-39	13	10%
40-44	21	15%
45-49	25	18%
50-54	24	17.5%
55-59	13	9.5%
60 and over	14	10%
Grand Total	136	100%

We do not have the data available for Disability and people choose not to complete on the monitoring forms and there are considerable gaps in the data for religious affiliation as again people choose not to complete the forms.

Disability	Number	Percentage
Disability declared		
No disability declared		
Not known		
Grand Total	136	100%

Religion / belief	Number	Percentage
Religious	22	17%
Not religious	7	5%
Prefer not to say	14	10%
Not known	93	68%
Grand Total	136	100%

Equality Scheme Objectives

This section sets out the objectives we have identified in order to eliminate discrimination and harassment, to advance equality of opportunity, and to foster good relations.

Objective	Specific Actions	SLT Member Responsible	Target Date for completion	Success indicators
To ensure Atlantic Academy is an 'Employer of Choice' where diversity is respected and valued.	Develop employee self service to encourage staff to declare protected characteristics and close gaps where these are not known.	Finance & Ops Director		More comprehensive and meaningful data is collected and used to build an evidence base to help us analyse and assess key areas. This will enable the identification of any equality implications and from this future actions will be formulated.
	Implement an annual staff engagement survey	Finance & Ops Director		Monitoring data will inform HR policy development and reviews
	Raise employees awareness of equality issues through publishing briefings and ensuring new staff receive a copy of our Equal Opportunities Policy as part of the induction process	Finance & Ops Director		Employee awareness of equality issues will increase.
	Conduct Equality Impact Assessments for all key HR policies /major projects	Finance & Ops Director		Policies and procedures are in place that ensure that there is no unfair and unlawful impact on any group of employees.
	Continue to promote the positive use of mediation to encourage effective information dispute resolution	Principal / Finance & Ops Director		Improved skills of managers in dealing with difficult staffing issues without the need to pursue under formal proceedings. Effective resolution of all disputes.
Information Collection	To instigate systems which capture more elements of data for analysis to improve the reporting of equality policy.	Finance & Ops Director		To prepare information which identifies more elements of equality reporting to include part time/ full time staff as well as the main objectives under the Equalities Act 2010.
Training and Development	To collect equality information from the point of access to training and development	Principal / Finance & Ops Director		To ensure that the Academy is in a position to report on all access to training and development for all its workforce in terms of all equality areas.
Liaison with Staff Representative	Continue to build relationships with all staff representatives and Trade Unions	Finance & Ops Director	Ongoing	To continue to involve in consultations and discussions, the respective trade unions. This positive action will ensure that all our practices are scrutinised and monitored by independent organisations which represent staff interests.