



Warrington Primary Academy Trust Equality Statement

1. Introduction

The Warrington Primary Academy Trust (WPAT) is committed to complying with the Equality Act 2010, and the Public Sector Equality Duty (PSED). As a provider of education and an employer of staff, the Trust has due regards for the needs for our schools to have set objectives that relate to the **three aims** of the PSED:

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

In addition, through policy and practice, WPAT schools aim to make reasonable adjustments to provide equal access and rights to all adults and pupils within the Trust schools. They achieve this aim by producing and publishing equality objectives that meet specific challenges within each school community. WPAT schools also publish Access Plans that address curriculum access, premises access and Information access

2. Protected Characteristics

The Act defines protected characteristics as follows:

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

These protected characteristics apply to pupils, prospective pupils, staff, prospective staff or anybody they are associated with, with the exception of 'age' and 'marriage and civil partnership' which do not apply to pupils and prospective pupils.

3. Responsibility for the promotion of Policy within WPAT and its schools:

All members of the WPAT community have a responsibility for promoting equalities. The Trustees, CEO and Local Governing Committees have responsibility for ensuring that:

- All WPAT support staff comply with equalities legislation.
- All schools comply with all equalities legislation relevant to the school community

- The school's equalities policy is maintained and updated regularly
- The actions, procedures and strategies related to the policy are implemented

The Head Teacher and Senior Leadership Teams have responsibility for:

- Ensuring reasonable adjustments are made for all groups found under the protected characteristics
- Providing leadership and vision in respect of equality (in partnership with the trustees)
- Overseeing the implementation of the equality policy and schemes
- Co-ordinating the activities related to equality and evaluation impact
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy
- Ensuring that the staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in response to any prejudice-related incidents

All school staff have responsibility for:

- The implementation of the schools equalities policy and schemes
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability or other groups vulnerable to discrimination
- Keeping up to date with legislation

4. Measuring the Impact of WPAT schools policies

The objectives within our schools policies have been designed to be specific and measurable. This is to make sure that objectives are not vague statements but achievable improvements that the school intends to make. Objectives are reviewed regularly and updated as required. Schools policies contain specific levels of responsibility with senior staff named in many cases.

5. Procedures

This statement is reviewed annually and it outlines the policy position in WPAT schools. Specific school policies can be found on the policy page of each school website. School policies are ratified by individual Local Governing Committees and monitored by the Trust.