

## Equality at ASSET Education

Equality is very important for ASSET Education. We are committed to ensuring that we are mindful of equality in all that we do, and that we are compliant with legislation in all of our policies and procedures. The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not;
- Foster good relations between people who share a protected characteristic and people who do not share it.

ASSET's Equality Objectives 2019:

Our objectives	What this means in practice
Ensure that children who have protected characteristics are proportionately represented in pupil voice work	<ul style="list-style-type: none"> <li>• Collection of data from schools on their pupil voice groups (such as school councils, eco committees, school advocate groups) and of the ASSET Pupil Parliament</li> <li>• Analysis of representation and report to board</li> <li>• Actions to address any disproportionate representation for academic year 2019-2020</li> </ul>
Ensure staff and potential staff have equality of opportunity	<ul style="list-style-type: none"> <li>• Unconscious bias training for those in SBM roles or equivalent and in central roles</li> <li>• Development of Trust HR role to ensure we are meeting best practice in terms of recruitment and induction procedures</li> <li>• Specific reasonable adjustments review of our standard interview processes and guidance issued to schools</li> </ul>
Promote the use of gender neutral language, raise awareness of gender stereotyping, and embed within PSHE and SMSC curricula where appropriate	<ul style="list-style-type: none"> <li>• Include within one focused review per year</li> <li>• Highlight as a focus within internal and external trust communications</li> <li>• Trust-wide arts competition to raise awareness of this issue (autumn 2019)</li> </ul>
Make ASSET Education buildings accessible to all	<ul style="list-style-type: none"> <li>• Identify the most problematic areas within our trust regarding accessibility and draw up action plan</li> <li>• Accessibility to be included in any capital work plan reviews</li> <li>• Ensure any office or classroom moves consider accessibility in the planning stages</li> </ul>