CoDA Equality Objectives

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics. For our academy, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender, race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity.

Under the Act, the academy is expected to comply with the Public Sector Equality Duty.

This requires us to:

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

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy which is linked below
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the academy complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

Our Equality Objectives reflect our priorities as an academy, and these are:

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with others
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- To provide an environment that welcomes, protects and respects diverse people, ensuring everybody belongs to our CoDA community
- To ensure that all students are given the opportunity to make a positive contribution to the life of the academy

Within these, we are specifically aiming to:

Reduce the achievement gap for all students who are identified as:

- Special Educational Needs and /or Disabilities
- Pupil Premium
- EAL

- Male
- White British and White ROMA when compared to those students without those identifications
- Mobile students

Improve the attendance of students who are identified as:

- Special Educational Needs and /or Disabilities
- Pupil Premium
- EAL
- White British and White ROMA
- Mobile students

Establish an effective feedback philosophy which communicates accurate data to the community for all groups of students. For all students to know what level they are at and what they need to do to improve.

Promote wellbeing and equality within the Personal Development curriculum and ensure the wider 'additional curriculum promises' at CODA are accessed by all students.

Ensure curriculum provision is appropriate for all students and offers a range of curriculum pathways.

These objectives will be reviewed annually. They were last reviewed by Governors July 2026.

City of Derby Academy – Equality policy for pupils

Published: March 2026

Reviewed March 2030

Tapestry Learning Partnership (the Trust) is committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust recognises that groups have suffered disadvantage because of their characteristics and we want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the communities in which we work.

We will assist our pupils in achieving their very best potential. Where pupils experience barriers to their success, we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take, and the impact discrimination can have. We will also encourage our pupils to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only)
- Disability
- Gender re-assignment
- Marriage and civil partnership (in relation to staff only)
- Pregnancy and maternity
- Race
- Religion, faith or belief
- Sex
- Sexual orientation

As a Trust and employer, we will also not accept any of the following:

- Direct or Indirect Discrimination
- Harassment
- Victimisation

We are committed to complying with the Public Sector Equality Duty and will seek to:

- Eliminate 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 share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We will have due regard to the Public Sector Equality Duty when making decisions, taking actions and developing policies. We will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published information will be updated annually and objectives will be updated every four years. This information is available on our website.

City of Derby Academy – Equality policy for employees

Published: March 2026

Reviewed March 2030

1.0 Policy Statement

1.1 Tapestry Learning Partnership (the Trust) recognises its duties under the Equality Act 2010 to eliminate direct and indirect discrimination, harassment and victimisation, advance equality of opportunity and foster good relations in relation to all protected characteristics:

- Age
- Disability
- Gender reassignment
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Gender
- Sexual orientation
- Marriage and civil partnerships
- Pregnancy and maternity

1.2 This policy applies to all aspects of employment, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures and termination of employment.

1.3 This policy does not form part of any employee's contract of employment and may be amended at any time.

2.0 Scope

This policy applies to all employees, governors, volunteers, contractors and agency workers within the Trust.

3.0 Guiding Principles

3.1 The Trust recognises and respects difference. Treating people equally does not necessarily involve treating them all the same. The Trust's policies, procedures and activities must not discriminate but must nevertheless take account of differences or life-experience, outlook and background and the kinds of barriers and disadvantages which people may face.

3.2 The Trust seeks to actively promote:

- Positive attitudes
- Positive interaction
- Mutual respect
- Community cohesion

3.3 The Trust observes good equalities practice in staff recruitment, promotion, retention and development. The Trust ensures that policies and procedures should benefit all staff and potential staff, for example in recruitment and promotion and in continuing professional development.

3.4 The Trust consults and engages with all stakeholders on a regular basis.

3.5 The Trust respects the religious beliefs and practice of all staff and complies with reasonable requests relating to religious observance and practice.

3.6 The Trust actively seeks to reduce and remove inequalities and barriers at every opportunity and is opposed to all forms of prejudice which prevent them from fulfilling their legal duties.

3.7 The Trust bases its procedures, practices and actions on sound evidence.

3.8 Principles of equality, as defined in this policy, underpin all other Trust policies, procedures and practices.

4.0 Communication and Monitoring

4.1 The Trust ensures that the content of this policy is known to all employees and those listed within the scope of the policy.

4.2 A copy of this policy is available to all stakeholders via the Trust's website.

4.3 The Trust's Staff Anti-bullying and Anti-harassment policy along with the Trust's Disciplinary, Capability, Grievance and Appeals Policy provide information about raising a grievance if any employee feels that they have been treated against the principles of this policy.

4.4 The Trust engages with a wide range of stakeholders including parents and members of the local community through a variety of committees. Aspects of equality are considered as appropriate at the relevant meetings.

5.0 Equality Objectives

The Trust has a duty to publish equality objectives and to demonstrate working towards those objectives. The Trust publishes its objectives on its website on an annual basis.

6.0 Annual Report

To comply with the Equality Act the Trust publishes an annual Equality Impact Statement on how it is complying with the Public Sector Equality Duty and provide an update on progress towards equality objectives throughout the Trust. The report

will include equality data about pupils and employees. The annual report is approved by the Board of Trustees and published on the Trust's website.

7.0 **Equal Pay**

7.1 The Trust ensures that it complies with the Equal Pay Act 1970 and is committed to providing equal pay for work of equal value irrespective of gender.

7.2 The Trust carries out analysis of pay comparisons with gender and publishes a Gender Pay Gap Report annually. The annual report is published on the Trust's website.

8.0 **Recruitment and Selection**

8.1 Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination.

8.2 Vacancies will be advertised widely to attract a diverse labour market and will use inclusive titles, wording and descriptions.

8.3 Job applicants will not be asked questions which might suggest an intention to discriminate on grounds of a protected characteristic.

8.4 Job applicants will not be asked about health or disability before a job offer is made (subject to limited exceptions).

8.5 Where necessary, job offers will be made conditional on a satisfactory medical check.

8.6 Confirmation of right to work in the UK will be sought from all employees and potential employees.

9.0 **Disabilities**

Individuals are encouraged to tell the Trust if they are disabled or become disabled so that the Trust can consider what reasonable adjustments or support may be appropriate.

10.0 **Part-time and Fixed-term Work**

Part-time and Fixed-term employees will be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

11.0 **Breaches of the Policy**

11.1 Breaches of this policy will be dealt with in accordance with the Trust's disciplinary procedure and serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.

11.2 If an employee believes that they have suffered discrimination they have the right to use the Trust's grievance procedure.