



Wellington College Academy Trust Equality Objectives 2016 – 2020

Wellington College Academy Trust as an inclusive Trust fully supports and complies with the public sector equality duty. We have thereby set out targets for the next four years (which we will review yearly) to eliminate discrimination, improve equality of opportunity for people with protected characteristics* and regularly seek to consult with those affected by inequality in the decisions the schools takes to promote equality and eliminate discrimination.

According to the public sector equality duty:

A public authority must, in the exercise of its functions, have due regard to the need to—

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under [the Equality] Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are—

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation. ¹

¹ <http://www.legislation.gov.uk/ukpga/2010/15/section/149>



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Targets		
Objective	Action	Timeline
Appointment of key PSHE and Wellbeing staff to lead strategy on promotion of equality through PSHE and Wellbeing programme	Appoint Deputy Head for Welfare at Wellington Academy to lead on PSHE across the curriculum Appointment of seconded Wellington College staff to lead on audit and review PSHE and equality across the Trust and improve and update the Wellbeing curriculum with the aim to further promote equality Appointment of Wellbeing Coordinator to lead on the implementation of PSHE strategy across the Trust and further develop links with relevant services in the community to develop PSHE and Wellbeing curriculum	January 2017



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<p>Explicit promotion of equality and protected characteristics through the PSHE and Wellbeing programmes</p>	<p>The PSHE programmes across the Trust will be fully audited and reviewed by a the Wellbeing team led by seconded from Wellington College Wellbeing staff to establish coverage through teaching and learning of equality issues and protected.</p> <p>All areas not being taught explicitly to be added to curriculum plan.</p> <p>Tutors and staff delivering PSHE programme to receive relevant training teaching of key protected areas.</p>	<p>September 2016 to April 2017</p> <p>To begin April 2017 – Ongoing</p>
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Wellington College Academy Trust to lead a community wide Anti-bullying campaign	Head of Academy Wellington Academy and Acting Head Wellington Primary to lead a whole community positive relationship anti-bullying campaign. Launch to take place in Term 4 2016 – 2017. Community campaign committee who will lead on anti-bullying pledge in respective areas. Committee to champion engagement and support from respective community members to engage with building inclusive positive relationships in the community and ‘police’ bullying and discrimination.	March 2017 – ongoing
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Develop Student leadership institute to promote equality	Leadership institute to be set up by post 16 pupils at Wellington Academy and lead on and coordinate two student conferences a year, focussing on equality issues and protected characteristics. The conferences will cater for students across the Trust but also in the local cluster community (longer term to include Wellington College and other key links). The themes of the conferences will be influenced by key national and international equality events such as International Women’s Day, Black History month etc.	Summer 2017 launch Conferences – two per year
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