



# Wigston Academies Trust

## COMPLIANCE WITH PUBLIC SECTOR EQUALITY DUTY FOR WIGSTON COLLEGE

<b>DATE APPROVED:</b>	15 <sup>th</sup> December 2021
<b>APPROVED BY:</b>	Executive Headteacher
<b>REVIEW FREQUENCY:</b>	Every three years
<b>DATE FOR REVIEW:</b>	December 2024

Signed by Executive Headteacher:

A handwritten signature in blue ink, which appears to read 'Maire Nitchley'.

Date: 15<sup>th</sup> December 2021

## **CONTENTS**

**Eliminating discrimination**

**Improving equality of opportunity for people with protected characteristics**

**Consulting and involving those affected by inequality**

As part of our College's commitment to its equality objectives, we continue to work on:

### **Eliminating discrimination**

- Issues of equality and discrimination feature in both the Life Skills and Assemblies programme which are delivered to both Year 12 and Year 13.
- The issues of equality and discrimination are dealt with explicitly in a number of our Level 3 courses and other opportunities are taken in lessons to discuss these issues where they are not.
- Students who are guilty of homophobic or racist acts are excluded as an example to others and, where appropriate, counselled after the event to reduce the likelihood of a repeat incident.
- The student body is active in promoting events (e.g. charity days) that raise awareness of vulnerable groups who may be subject to discrimination (e.g. groups with disabilities, individuals with mental health issues, etc).

### **Improving equality of opportunity for people with protected characteristics**

- The College continues to track the progress of all students and this includes groups of students with protected characteristics. Current tracking is now more robust than what we had in place in the past, and also leads to timely and targeted intervention for vulnerable students which could include one sex or the other, or specific ethnic groups.
- The Trust has a dedicated HR manager and this has ensured that equal opportunities policies and procedures remain a key part of the staff recruitment process.
- The Trust's senior leadership team has changed significantly and has a genuine commitment to model and celebrate diversity.
- The College now has procedures in place to support any students that become pregnant during their time in education.
- Student Government is increasingly active in the school and part of their remit is to ensure that students have a fair deal. Many of the protected characteristics have been represented by individuals that have made up the Student Government. This is not due to any type of quota system but through a democratic system that relies on other students' tolerance and open-mindedness (see Eliminating Discrimination).
- Much work has gone into ensuring trans students are able to make the transition smoothly and joyfully to a new identity.

### **Consulting and involving those affected by inequality**

- Parents and student surveys are now a prominent feature of the College's QA process and give both groups the opportunity to express concerns in this area as well as being explicitly asked about how fairly they are treated.

- Staff now complete annual questionnaires where they have the opportunity to express concerns in this area as well as being explicitly asked about how fairly they are treated.