

The
Sir John Brunner
 Foundation

Equality Objectives 2018 - 2023

The Sir John Brunner Foundation believes that it is the responsibility of all colleagues, wherever possible, to advance and promote equality of opportunity. The Foundation fosters an inclusive environment that allows colleagues and students to feel supported while reach their full potential.

The equality objectives have been developed to reflect the Foundation’s cultural principles that are in line with the British values including mutual respect for and tolerance of those with different faiths and beliefs.

Objective	Actions	Anticipated Outcome	Deadline	Responsibility
Ensure consistently high number of students, regardless of background, achieve excellent results and reach their full potential	Early identification of students with certain protected characteristics during application and enrolment stage to enable appropriate support.	Close the achievement gaps between groups of students who share protected characteristics and those who do not.	Annual analysis will take by November each year and will include results, attendance and retention data.	Head of Achievement and Progress.
	Specialist support to be offered where appropriate to help them to become independent students.			
	Continue to embed effective performance management programmes, supporting colleagues appropriately who have protected characteristics.	Excellent results for teachers and students.	Annual analysis will take by November each year and will be managed through the SAR process.	Head of Personnel

To explore and understand the reason for pay differentials as reported in the College's gender pay gap report.	Locate appropriate external benchmarks to compare the College's gender pay gap.	Understand The Foundation's position relative to relevant sector comparators.	To take place on an annual basis, no later than May.	Personnel Consultant to the Multi-Academy Trust
	Use the data to explore the possible reasons for the pay gap.	The Foundation has a comprehensive understanding of the Gender Pay gap data.		
	Review strategies for workforce succession and professional development opportunities with a view to reduce the Gender Pay gap over the next 5 years.	Reducing gender pay gap.		
To ensure the culture and ethos of The Sir John Brunner Foundation is fully embedded across joining academies.	Effective induction/training programme for joining academies, Trustees and Governors.	All leaders model the Foundations values in all they do.	The induction/training programme will take place within three months of the organisation joining the Multi-Academy Trust.	Personnel Consultant to the Multi-Academy Trust
	Effective engagement sessions for new colleagues and effective transfer of employment communications.	All colleagues have a smooth transition to the Sir John Brunner Foundation and are aware of the Foundation's expectations.		
	Monitor bullying and harassment complaints and complaints relating to protected characteristics	Comprehensive view of complaints profile to enable any trend spotting and appropriate early intervention.	A summary of complaints will be reported to Governors twice each year in October and February.	
	Facilitate celebration of key events which celebrate diversity, tolerance and British values;	Foundation community able to participate in celebrating key events	Three key celebration events across the academic year with the first taking place no later than December.	