

Equal Opportunity including Racial Equality Policy & Trust's Equality Duty Statement

Title: Equal Opportunity including Racial Equality
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Authorised by: J Morris _____ Date: 25.4.19 _____

Approved by: J Ash-Edwards _____ Date: 22.5.19 _____.

Custodian: J Morris _____

EQUAL OPPORTUNITY INCLUDING RACIAL EQUALITY POLICY

(This policy incorporates the Trust's Equality Duty Statement)

1. PURPOSE

- 1.1 The Trust is committed to the principle of equal opportunity and improving integration for all students, pupils and all staff. We aim to promote equal opportunity, improve integration and to challenge stereotypes, combat prejudice and actively discourage any discrimination against individuals or groups on the basis of social class, race, ethnic group, nationality, religion, language, gender, marital status, family or home circumstances, pregnancy and maternity, sexual orientation, gender reassignment, disability, political beliefs, trade union membership or non-membership, or age. The Trust intends to emphasise and realise our aims through the statements and policy guidelines that follow.
- 1.2 Discrimination on the basis of social class, race, ethnic group, nationality, religion, language, gender, marital status, family or home circumstances, pregnancy and maternity, sexual orientation, gender reassignment, disability, political beliefs or trade union membership or non-membership is unacceptable.
- 1.3 Discrimination on the basis of age is unacceptable. For students and teachers, decisions about their role and position in our academies will be based on ability, potential, experience and national legislation relating to educational provision, employment, pensions and health and safety.
- 1.4 Every student, pupil and teacher will endeavour to further our aims by personally:
- contributing towards a happy and caring environment in which opportunities are linked only to people's ability, potential and experience;
 - showing respect for, and appreciation of, others;
 - promoting the benefits of our multi-cultural society;
 - opposing prejudice and discrimination should it occur and reporting incidents to the appropriate authority.
- 1.5 Trustees, Governors and staff are committed to promoting community cohesion by emphasising the common elements and values of our British (sometimes referred to as Universal Values) culture while recognising and respecting the value of cultures and traditions followed by individuals and groups within our society.

2. POLICY GUIDELINES

In order to realise our commitment to the principle of equal opportunity for all students, pupils and staff we will:

- 2.1 Respect and value differences between people while, at the same time, celebrating the history, traditions and culture of Britain through our assembly programmes and curriculum.
- 2.2 Ensure that all students, pupils and staff are encouraged and able to achieve their potential irrespective of social class, race, ethnic group, nationality, religion, language, gender, marital status, family or home circumstances, pregnancy and maternity, sexual orientation, gender reassignment, disability, political beliefs, trade union membership or non-membership, or age.
- 2.3 Monitor progress, attendance and exclusions by ethnicity, financial disadvantage, gender and special educational needs and address by intervention any significant trends or issues.
- 2.4 Make each academy a place where everyone feels welcomed and valued.
- 2.5 Recruit staff in line with the principles underpinning this policy.
- 2.6 Strive to enable access to all our facilities by all people and conduct an annual review of accessibility.
- 2.7 Promote community cohesion by fostering good relations between different groups, within and between each academy and within the wider community.
- 2.8 Take positive steps to celebrate diversity and oppose prejudice, discrimination, racism and harassment through our: Trust policies; links with schools in other countries; assembly programmes; curriculum and our special theme days. Ensure that principles of equality and diversity are embedded within our curriculum, along with an understanding of human rights.
- 2.9 Prepare students for life in a diverse, multi-cultural world.
- 2.10 Prevent, tackle and eliminate prejudice, unlawful and/or unreasonable discrimination, racism and harassment.
- 2.11 Deal with all incidents that are in breach of this policy including third party discrimination where one or more third parties harasses one of our staff on protected grounds, promptly and effectively in accordance with our behaviour policy or employment policies as appropriate.
- 2.12 Record all racist incidents, including third party discrimination, as required by law and report them to the full Board of Governors each term.
- 2.13 Train staff to deal effectively with prejudice, unreasonable discrimination, racism and harassment. This will be linked to the safeguarding of children as part of our annual professional development programme.

2.14 Ensure that our policies, practices and any changes to the curriculum or organisation of our academies are made with regard to the principles stated in this policy and in line with the Equality Act.

2.15 Ensure all students have equal daytime access to all learning resources, irrespective of financial position.

3. REVIEW AND EVALUATION

3.1 This policy will be evaluated by the Leadership Team of each academy, particularly through the analysis of student outcomes and incidents of misbehaviour and bullying. An annual report on equalities, using OFSTED guidelines, will be presented to the Governing bodies.

Document Version Control

Date	Version	Comment	Ratified by	Reviewer
30.6.17	2	1.5 values of our British (sometimes referred to as Universal Values) culture	Board of Trustees (12.7.17)	J Morris
25.4.19	3	Complete review	Board of Trustees (22.5.19)	J Morris