

# Equality and Diversity Policy

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## **1. Purpose of Policy and Guiding Principals**

The purpose of this policy is to define the Federation's commitment to equality and diversity and represents our commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the statement.

The Federation and its member academies/schools is committed to equality in both employment and education provision. We aim to ensure that students, parents, governors, trustees, employees, contractors, partners, clients and those who may potentially join the Trust community, are treated fairly, and with dignity and respect.

This policy encompasses the following protected characteristics:

- Age;
- Disability;
- race, colour, nationality, ethnic or national origin;
- sex (including transgender);
- gender reassignment;
- pregnancy and maternity;
- religion or belief;
- sexual orientation; and
- marriage and civil partnership (for employees)

The Federation recognises that it is also unlawful to discriminate by association or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parents or other family members.

This statement recognises the four types of unlawful behaviour

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Every possible step will be taken into account in the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

## **2. Links With Other Policies or Legislation**

This statement applies to every policy, procedure and guidance document that is produced in relation to students, staff, parents and Governors.

This statement is underpinned by the Equalities Act 2010.

Other Academy/School policies which link to this statement are:

- SEN Policy
- Admissions Policy
- All Employment Policies
- Modern Slavery and Human Trafficking



### **3. Equality Statement**

The Federation will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation and decision making.

The Federation is committed to equality in its delivery of education, whether or not the service is directly provided by us or contracted out to a third party provider.

The Federation aim to provide high quality education services, making sure services are easily accessible. We will improve what we do by continuing to consult with staff, students, parents and governors, their communities and partners about equalities issues. We will promote our equal opportunities policy in our contact with parents, staff, governors and external organisations.

We will make every effort in creating equality of opportunity in order to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age culture, religion, nationality or caring responsibilities.

Where necessary we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment.

Our staff and governors who agree and deliver our education provision will recognise diversity and demonstrate a proactive approach in their day-to-day work. They will ensure that everyone is treated fairly, recognising special needs and understanding differences.

Behaviour will reach our high standards of conduct (staff and students) and the learning environment we provide will be safe and accessible for those studying and working.

The Federation will adhere to statutory Government legislation and give consideration to other relevant guidance, which aim to make sure that everyone is treated with equity.

The Federation will not tolerate any form of discriminatory behaviour against members of the academy community.

### **4. Employment**

The Federation is committed to ensuring that employees have equal access to jobs, training, and professional development opportunities

All employment policies refer to the provisions of the Equalities Act 2010.

The Federation recognises that the Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that maybe covered by the Act. For example an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act which the Academy would need to consider.

All recruitment will be within the provisions of the act, and applications will be monitored to report on recruitment activity, in line with the act.

Age is a protected characteristic in relation to employment, but does not apply to students in the academies/schools.

Employees who are in breach of this statement will be dealt with under the academy's disciplinary policy.

## **5. Student Provisions**

The Federation and its member academies/schools will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.

All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment and Child Protection and safeguarding policies should consider the provisions and duties of the Act.

## **6. Contractors and Service Providers**

The Federation will ensure that all service providers that are contracted to provide services to students, staff or visitors will comply with Equalities legislation.

Where services are deemed not to meet Federation/Academy standards, in relation to equal opportunities and fairness, contracts may be terminated.



## 7. Roles and responsibilities

The Trust Board are responsible for:

- Making sure the Academies/Schools follow all of its equality and diversity statement and meets its legal responsibilities with respect to equality.

The Principal is responsible for:

- Giving a consistent and high profile lead on equality and diversity.
- Putting the Trust's equality and diversity statement into practice.
- Ensuring that all staff know their responsibilities and receive the support and training necessary to carry them out.
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation.

All staff are responsible for:

- Promoting equality and diversity, and avoiding unfair discrimination.
- Actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors.
- Keeping up to date with equality law and participating in equal opportunities and diversity training.
- Complaints from parents, students and the community will be dealt with in line with the academy's complaints procedure, and as such appropriate staff will deal with the relevant stage of the complaint.

Students are responsible for:

- Respecting others in their language and actions.
- Obeying all of the Academy/School equality and diversity statement.

## 8. Complaints

The Trust will treat seriously all complaints of unlawful (or potentially unlawful) discrimination.

Any complaints will be investigated in accordance with the academy's grievance or complaints policy, whichever is appropriate.

## 9. Monitoring and Evaluation

Any reviews to the statement will be consulted on, and brought to a Trust Board Committee.

**Signature**



**CEO : Dr Nicholas Capstick OBE**

**Date : 30<sup>th</sup> November 2019**



