



Equality and Diversity

Version 1.0

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Contents

1. Introduction	3
2. Aims.....	3
3. Scope	3
4. Values, principles and standards	3
5. Objectives	4
6. Communication of Equality and Diversity Policy.....	4
7. Responsibilities and accountabilities	4
8. Right of complaint	5
9. Monitoring and review	5

1. **Introduction**

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

2. **Aims**

All Schools are committed to advancing and achieving equality of opportunity for all students, parents/carers/associated persons, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

3. **Scope**

This policy encompasses the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

4. **Values, principles and standards**

The Trust's vision is seeking excellence through inspirational leadership, teamwork, innovation and challenge we work to ensure that all of us achieve our best. Our values are:

- Working together for students
- Generating ideas and sharing outstanding practice
- Promoting independence and interdependence
- Encouraging questioning, feedback and challenge

The Trust has four guiding principles:

- Believe in the team
- Focus on learners to drive decisions
- Keep it simple, do it right
- See it, own it, make it happen

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is, therefore, underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity

- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and governors
- commitment to fair and open recruitment processes
- accountability for compliance with this policy by all members of the School, School communities and others engaged in School activities

5. **Objectives**

The objectives of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people
- actively advance equality of opportunity
- prepare students for life in a diverse society
- promote good relations amongst people within the Schools community and the wider communities within which we work
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour
- deliver equality and diversity through our Schools policies, procedures and practice
- make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to School provision and activities
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations
- monitor the implementation of equality and diversity within the Schools
- ensure that recruitment and selection procedures and practices within the Trust are open and transparent and ensure that fair and equal selection criteria is applied

6. **Communication of Equality and Diversity Policy**

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff, governors, partners, stakeholders, contractors and visitors to the Schools.

7. **Responsibilities and accountabilities**

The Trust Board are responsible for:

- making sure the Schools follow all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Head of School is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the school
- ensuring policies and procedures are in place to comply with all equality legislation

- ensuring that the Schools implement its equality and diversity policies and codes of practice

School leaders (for example senior, subject and pastoral leaders) are responsible for:

- putting the School equality and diversity policies and codes into practice
- making sure 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 (teaching and non-teaching) 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

Students are responsible for:

- respecting others in their language and actions
- obeying all of the School equality and diversity policies and codes

8. **Right of complaint**

Where an individual feels that any member of The Education Alliance has not treated them in accordance with this policy, they have right of complaint through the appropriate school procedures.

Where an individual not employed by the academy feels they have been discriminated against by an employee, manager or governor of the school, they should refer to the school's Complaints Procedure.

9. **Monitoring and review**

This Equality and Diversity Policy has been approved and adopted by The Education Alliance Trust. A task group will review the policy every three years, or as required to ensure it remains compliant with Equality legislation.

Monitoring the implementation of this policy is the responsibility of each Local Governing Body.