

Draft Equality Policy

Date Policy Approved: September 2016
Date Policy to be Reviewed: September 2019

Document Control	
Supersedes	
Amendments	
Process for Sign Off	COO to draft, HTs and F&RC to contribute, BoD to approve
Review	September 2019
Responsibility	All staff – see pages 4-5

Introduction

Our Trust values the individuality of all our children and our adults. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This policy is in accordance with the Equality Act 2010, which replaces all previous legislation in relation to equal opportunities. In line with this legislation it seeks to ensure our Trust provides equal opportunities for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientations, religion or belief, age, gender reassignment, pregnancy or maternity and marriage or civil partnership in accordance with the Act.

Aims and Objections

- We aim not to discriminate against anyone on the grounds of gender, race, disability, sexual orientations, religion or belief, age, gender reassignment, pregnancy or maternity and marriage or civil partnership, attainment or socio-economic background.
- We aim to promote the principle of fairness and justice for all through the education we provide. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure all pupils have equal access to the full range of educational opportunities provided by Trust.
- We constantly strive to remove any forms of indirect discrimination that could form barriers to learning.
- We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone. We aim to challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, celebrating individuality and cultural diversity of our Trusts' communities and showing respect for all minority groups.
- We are aware prejudice and stereotyping are often caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

Racial Equality

- In our Trust we will:
 1. Strive to eliminate all forms of racism and racial discrimination;
 2. Promote equality of opportunity, regardless of race, ethnicity or religion;

3. Promote good relations between people of different racial and ethnic groups;
 4. Seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.
- We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with Trust procedures (see policies for Behaviour and Anti Bullying Policy).
 - We endeavour to make our Trust and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the Trust.
 - Our curriculum reflects the attitudes, values and respect we have for minority ethnic groups.

Disability non-discrimination

- Some children in our Trust may have disabilities. We are committed to meeting the needs of all within the Trusts. All reasonable steps are taken to ensure these children are not disadvantaged compared to non-disabled children.
- The Trust is committed to providing an environment that allows disabled children and adults as much access to Trusts as possible and to all areas of learning.
- Teachers modify teaching and learning as appropriate for children with disabilities. For example, give additional time to complete certain activities, modify teaching materials and provide different equipment and tools.

Gender Equality

- We recognise that nationally, there is an unacceptable discrepancy in the achievement of boys and girls. We are committed to seeing all individuals and groups of pupils are making the best progress possible.

- We have put in place a number of measures to raise achievement of boys, in literacy in particular.
- We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to the relative achievement of boys and girls. We also seek to ensure policies designed to improve the attainment of one gender group does not do so at the expense of the other.
- We publish a Gender Pay Gap Report annually.

The Role of the Staff

- Staff recognise the possibility of their own prejudices, but do their best to ensure everyone is treated fairly and with respect. We do not knowingly discriminate against any child.
- When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups, or of boys and girls. All staff ensure language they use does not reinforce stereotypes or prejudice.
- We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues.
- All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents in SIMs and draw them to the immediate attention of the Headteachers.

The Role of the Headteachers

- To ensure the Trust's policy on Equal Opportunities is implemented effectively.

- To ensure all staff are aware of the policy on Equal Opportunities and that staff apply these guidelines fairly in all situations.
- Ensure all appointment panels give due regard to this policy, so that no one is discriminated against.
- To promote the principle of equal opportunities when developing the curriculum and in providing opportunities for professional development for staff
- To promote respect for other people in all aspects of Trust life; in Trust assemblies for example, respect for others is a regular theme, as it is also in displays around Trusts.
- To manage all incidents of unfair treatment, and any racist incidents, with due seriousness and in line with this policy.

The Role of Governors

- In this policy statement, the governing body has set out its commitment to equal opportunities, and it will continue to do all it can to ensure all members of the Trust community are treated fairly and equally.

Associated documents or sources:

The Equality Act 2010
CLIC Trust's Gender Pay Gap