

# SHERBORNE AREA SCHOOLS' TRUST



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## Equality and Diversity Policy

<b>Published:</b>	<b>01 November 2018</b>
<b>Review due:</b>	<b>November 2020</b>
<b>Author:</b>	<b>Head of HR</b>

## **SHERBORNE AREA SCHOOLS' TRUST EQUALITY AND DIVERSITY POLICY**

### **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.

### **Aims**

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Sherborne Area Schools' Trust Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

All of our schools are committed to advancing and achieving equality of opportunity for all students, parents /carers / associated persons, staff, trustees, 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.

### **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

### **Values, principles and standards**

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, trust community and others engaged in trust activities.

### **Equality Objectives**

**We aim to deliver excellent and sustainable 0-19 education, securing improved outcomes for our students. The ethos of our academies clearly reflects our commitment to fully including and respecting all members of our Trust community.**

### **We have set ourselves the following objectives for 2019/20:**

- To ensure that staff, trustees and local governing bodies are aware of current legislation surrounding equality and diversity and understand the school's responsibility
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our Academy community.
- To promote mental health awareness and develop appropriate interventions where necessary
- To review and continue to actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- To review and develop accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
- To monitor and review the incidence of the use of homophobic, sexist and racist language by students in the Academy.
- To review and revise the Early Years, KS1-5 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

### **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 trust schools.

### **Responsibilities and accountabilities**

The Trust Board are responsible for:

- making sure the schools allow all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality.

The Executive Headteacher and Headteachers are responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the trust schools.

- 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 trust's equality and diversity policies and codes

### **Monitoring and review**

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

### **Associated Policies:**

SAST Equal Opportunities in Employment Policy

SAST Staff Code of Conduct

SAST Fairness and Dignity at Work Policy