



# **EQUALITY POLICY**

## Document Control

This policy has been approved for operation within all Education Partnership Trust (EPT) Academies.

Date of last review	July 2016
Date of next review	April 2020
Review period	4 years
Policy status	Statutory
Approved by	Board of Directors

## **1. Introduction**

- 1.1 This policy applies to all Education Partnership Trust academies.
- 1.2 The Trust is committed to promoting fairness and equality in everything that it does, acknowledging the diversity of the people who make up our communities.
- 1.3 Equality involves a fair environment in which everyone can participate and is given the opportunity to achieve. Diversity recognises and values differences between individuals and groups to create positive and inclusive culture for the benefit of our academies.
- 1.4 The Trust believes that every individual within our academies has the right to be treated with dignity, understanding, tolerance, respect and fairness and to be in an environment free from abuse, offensive behaviour, prejudice and unfair discrimination.
- 1.5 In seeking to eliminate direct or indirect unfair discrimination and to promote equality of opportunity and fair treatment. The Trust and its academies will actively promote policies and procedures aimed at realising the full potential of every individual. The Trust will endeavour to maximise resources to ensure that opportunities are open to all.
- 1.6
- 1.7 This policy does not mean that everyone will be
- 1.8 This policy applies to all aspects of the Trust and its academies operations. This includes:  
Staff recruitment, staff promotion and staff training;  
The curriculum, teaching and learning and classroom practice;  
Student admissions and attendance;  
Student attainment and progress;  
Student behaviour, discipline and exclusions;  
Student personal development and pastoral care;  
Membership of the Governing Body;  
Partnerships with parents and communities.

This policy is intended to apply to every individual in which an academy operates, including visitors when appropriate. The Trust will promote equality of opportunity and eliminate discrimination with particular regard to protected characteristics as outlined by the Equalities Act 2010.

## **2. Statutory Framework**

- 2.1 The Equality Act 2010 replaced all existing equality legislation and provides a single, consolidated source of discrimination law.
- 2.2 The different responsibilities on public bodies in relation to equalities have been brought together in to a single 'Equality Duty'.
- 2.3 The Equality Duty is a duty on public bodies to consider the needs of all individuals in their day to day work.
- 2.4 The duty covers the following 'protected characteristics':  
Age (not applicable with regard to learners);  
Disability;  
Gender reassignment;  
Pregnancy and maternity;  
Race;  
Religion/belief;

Sex;  
Sexual orientation.

2.5 The Equality Duty has two main parts: the 'General' Equality Duty.

2.6 The '*General Equality Duty*' has three aims. It requires public bodies to have 'due regard' to the need to:

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

Foster good relations between people who share a protected characteristic and people who do not share it.

2.7 Having 'due regard' means that whenever significant decisions are being made or policies developed, thought must be given to the equality implications.

2.8 The '*Specific Equality Duty*' assists public bodies in responding to the 'General Equality Duty'.

2.9 There are two specific duties that public bodies are required to carry out:

Set and publish one or more equality objectives; and

Publish annual information to demonstrate compliance with the Equality Duty responsibilities.

### **3. Delivering on the Duty**

3.1 All Trust academies will adopt this policy.

3.2 Through this policy will develop, consult on, set and publish 'Equality Objectives'.

3.3 The Trust will publish an 'Equalities Statement' to demonstrate compliance with the Equality Duty.

3.4 Academies will report annually to the Trust on the operation and effectiveness of this policy and in particular on the actions taken to ensure achievement of the Equality Objectives.

3.5 All Trust academies will produce and publish an Accessibility Plan, incorporated within their Annual Operating Statement and 5-year Development Plan, and ensure appropriate resources are made available to fulfil the requirements of the Accessibility Plan.

3.6 The Trust Central Office will undertake an Annual Regulatory Check to ensure compliance with the aims of this policy as well as assist in the preparation of the 'Equalities Statement'.

3.7 To fulfil the duty to have 'due regard' to equality considerations, the Trust must, whenever significant decisions are being made or policies developed, give thought to equality implications. This means that:

Decision makers in our academies must be aware of this duty when making a decision and assess whether it may have particular implications for people with particular protected characteristics;

Academies must consider the equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis;

The analysis to comply with the duty has to be carried out seriously, rigorously and with an open mind.

3.8 Each Governing Body will ensure that their academy complies with the appropriate legislation by ensuring policy and any related procedures are implemented. They will scrutinise the academy's approach to equalities to ensure that both the general and specific under the equality duty are fully complied with.

3.9 The Head Teacher will implement this policy and any related procedures, ensuring that all staff are aware of their responsibilities.

3.10 The Head Teacher has responsibility to ensure the academy's commitment to equality is reflected in:

The attitudes and behaviour of staff;

Arranging appropriate training;

Their willingness to acknowledge and tackle examples of unacceptable behaviour.

3.11 All staff must:

Deal with incidents, knowing how to identify failure to provide equality of opportunities, fair treatment and unfair discrimination;

Lead by example with their attitude and behaviour;

Be willing to acknowledge and encourage good practice be people they manage;

Undertake appropriate training to enhance their awareness and ability to promote equality of opportunity for all stakeholders and to tackle discrimination.

3.12 Parents, visitors and contractors should, where appropriate, be made aware of this policy.

3.13 All members of the Trust's academies and its community must recognise that each individual has to uphold the law and the principles of the fairness and equality.

#### **4. Equality Objectives**

4.1 This policy is supported by Equality Objectives, fulfilling our 'Specific Equality Duty'.

These objectives are reviewed every 4 years in line with this policy.

4.2 Our objectives are based upon the evidence we have collected and appropriate policies.

#### **5. Annual Equalities Statement**

5.1 The Trust will publish an Annual Equalities Statement and therefore fulfil the 'Specific Duty' to publish information to demonstrate compliance with the Equality Duty responsibilities.

5.2 Academies will supply the data on an annual basis to the Trust Central Office to enable completion of the statement.

5.3 This information will be published on the Trust and the academy website.