



LIFE Education Trust

Learning Is For Everyone

Our Aim is that every School will be:

- An efficient school
- An effective School
- An enriching school
- An enabling school

EQUALITY & DIVERSITY POLICY

Policy	Equality & Diversity Policy
Staff consulted on Pay Policy	Date
Policy adopted by Trust Board	15.11.16
Reported to LGBs for implementation	13.12.16
Implementation Date	16.11.16
Review Date	November 2017
Policy Source	Essex Model Policy

Equal Opportunities Statement

In fulfilling the requirements of the General Equality Duty, outlined in the Equality Act 2010, the Trust has published its Equality Objectives of the Trust on its website and the websites of all schools within the Trust.

This Trust is committed to a policy of equality and aims to ensure that no employee, job applicant, student or other member of its community is treated less favourably on the grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

The Trust aims to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member. It seeks to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

Equality of opportunity cannot be realised without the involvement and commitment of all members of the Trust community and a common understanding of the pivotal role of Equal Opportunities in the context of the Trust's ethos and values. In particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the Policy.

Every person in the Trust is responsible for promoting the Trust's Equal Opportunities Policy and is obliged to respect and act in accordance with the Policy. We recognise our duty in setting specific, measurable equality objectives and include these in our school development plan

Aims and Objectives

- The Trust does not unlawfully discriminate against anyone, whether student, parent, staff or visitor on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age.
- The Trust aims to increase the extent to which all students, in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.
- The Trust promotes self-esteem in students through pastoral support, the curriculum, in particular the PSCHEE (Perspectives) programme and activities including assemblies and all enrichment provision.
- The Trust will aim to increase the involvement of vulnerable students in out of school clubs and activities.
- The Trust ensures that recruitment, employment, promotion and development opportunities are open to all.
- The Trust will maintain robust and secure procedures for identifying and supporting EAL and SEND students and to ensure they have equal access to the curriculum, school facilities, extra-curricular activities and effective support systems.
- The Trust will make effective use of the Pupil Premium.
- The Trust will ensure that all students and staff make a positive contribution in fostering good relations between different communities within the school.
- The Trust will endeavour to remove or minimise disadvantages suffered by students which are connected to a particular characteristic they may have (as identified in the 2010 Equality Act)
- Where appropriate the Trust will actively take steps to meet the particular needs of students who possess a certain characteristic (as identified in the 2010 Equality Act). This includes the possibility of implementing the "positive action" clause of the Equality

Act 2010 which allows for the setting up of certain courses for specific groups eg Roma students.

1. Implementation:

1.1 Recruitment

- One of the aims of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified.
- In accordance with the spirit of this policy, employees are given an equal opportunity to progress within the Trust.
- When recruiting staff, health questions will not be asked until after the offer of a job is made, and then, only if it is necessary for the role.

1.2 Training and Development

The Trust will endeavour to:

- Enhance and develop the skills knowledge and abilities of existing employees to realise their full potential irrespective of background or employment status.
- Provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs.
- Promote greater awareness of equal opportunities and the contribution which Staff, Trustees, Parents/guardians and students can make.

1.3 Curriculum

- Every student has an equal entitlement to the National Curriculum and, subject to entry requirements, to all other areas of the curriculum, regardless of language, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age.
- All students should have equal access to the curriculum regardless of academic ability. Consequently this policy should be read in conjunction with the Special Educational Needs Policy.
- The Trust will monitor any careers advice or work experience placements provided by outside agencies to aim to ensure equal opportunities.

2.

2.1 Race

The Trust will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;

- promote good relations between people of different racial and ethnic groups.
- The Trust will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with Trust procedures.
- The Trust endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity is promoted through the topics studied by the students and is reflected in displays, resources and events.
- Cultural diversity and respect for others are celebrated and reflected across the whole curriculum. The curriculum will enhance students' understanding of British and world society and history, including the contributions of minority ethnic groups.
- The Trust will give students the understanding they need to recognise prejudice and reject racial discrimination.

2.2 Gender

- Expectant mothers or new mothers will not be discriminated against.
- The school regards it as very important that we seek support from re-integration and education welfare officers to enable pregnant students and School age mothers to complete their education.

2.3 Disability

- Where appropriate, specialist aids and facilities will be provided to enable disabled people to access services, and opportunities. This policy runs in conjunction with our Disability Equality Scheme.

2.4 Religion

- We will promote tolerance of all religious beliefs through the curriculum and through assemblies.
- We will not discriminate against someone on the grounds that they do not adhere, or sufficiently adhere, to a particular religion or belief (even one shared by the discriminator), or indeed any religion or belief at all – such as, for example, an atheist.

2.5 Sexual Orientation

- We will inculcate in all students a respect for people of all sexual orientations.
- Bullying or derogatory comments based on the sexual orientation of an individual will not be tolerated.

2.6 Age

- The Trust will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age.

3. Roles and responsibilities:

All who work in the Trust have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

3.1 The Trust is responsible for:

- making sure the Trust complies with all current equality legislation;
- making sure this policy and its procedures are followed.

3.2 The Headteacher is responsible for:

- making sure the policy is readily available and that the Trustees, staff, students and their parents/carers know about it;
- making sure its procedures are followed;
- producing regular information for staff and Trustees about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination.

3.3 Staff are responsible for:

- modeling good practice, dealing with racist incidents and being able to recognise and tackle bias and stereotyping;
- promoting equality and good race relations and avoiding discrimination against anyone for reasons of race, ethnic or national origins, language, culture, religion or belief, disability, gender, sexual orientation or social class;
- keeping up to date with the law on discrimination and taking training and learning opportunities.

3.4 Students are responsible for:

- keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area. This may include:
 - the anti-bullying policy and specifically racist and homophobic bullying;
 - developing school/class rules which challenge discriminatory behaviour.

3.5 Parents/Carers are responsible for:

- keeping equality and diversity issues on the Parent Staff /Association agenda, through a shared input with staff on developing policies relating to this area. This may include:
 - the anti-bullying policy and specifically racist and homophobic bullying;
 - ensuring the above is explicit within our Home School Policy.
 - Discussion at PIP meetings

3.6 Visitors are responsible for:

- knowing and following our equality policy.

4. **Monitoring and Evaluation**

As a Trust we will :

- Define equality objectives that support the aims of the act and review them every 4 years.
- Ensure the objectives are specific and measurable.
- Publish the objectives so that they are accessible to the public.
- Undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to.

5. **Complaints Procedure**

Stage 1

Any parent or student who experiences, witnesses or is reasonably led to believe that this Equality and Diversity Policy has not been respected should follow the procedure in the Complaints Policy. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

Stage 2

If any person found to be behaving in an unacceptable manner according to this policy, the matter will be dealt with under the disciplinary procedures.

This may result in:

- A warning being issued
- An investigatory meeting
- A disciplinary meeting
- A referral to a higher level of authority

Stage 3

Members of staff who have been dealt with under Stage 2 have the right of appeal to the Appeal Committee. The right of appeal for parents is highlighted in the Complaints Policy.