



## Equalities Policy

Policy reviewed by Academy Transformation Trust on	Mar 16
This policy links to:	
<ul style="list-style-type: none"><li>• Anti-Bullying Policy</li><li>• Equal Opportunities (Staff) Policy</li><li>• Complaints Procedure</li><li>• Admissions Policy</li><li>• Accessibility Policy</li><li>• Academy Improvement Plan</li></ul>	

**REVIEW DATE: Mar 2017**



## Our Mission

To provide the very best education for all pupils and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

We promise to do everything we can to give children the very best education that gives them the best opportunity to succeed in life. All of our academies have it in them to be outstanding and achieving this comes down to our commitment to our pupils, staff and academies.



## **Introduction**

### **Aim and Purpose of the Policy**

To set out how as an organisation we will put our commitment into action and comply with the law, to ensure that there is no discrimination against or harassment or victimisation of a learner or potential learner. This applies specifically:

- in relation to admissions
- in the way we provide education for our learners
- in the way we provide learners access to any benefit, facility or service
- to not excluding a learner or subjecting them to any other detriment.

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## **1. Policy Statement**

- 1.1 Academy Transformation Trust (ATT) academies are inclusive academies where the focus is on the well-being and progress of every learner and where all members of our community are of equal worth.
- 1.2 The Equality Act 2010 provides a framework to support a commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures the continued tackling of issues of disadvantage and underachievement of different groups.
- 1.3 ATT will ensure that learners are not discriminated against on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (the protected characteristics).
- 1.4 The principles of non-discrimination and equality of opportunity also apply to how employees will treat their colleagues, academy employees and learners, visitors, clients, customers, suppliers and former employees.
- 1.5 Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is also an important aspect of ensuring equal opportunities in employment and one that ATT are committed to ensuring in the workplace.
- 1.6 Under the general public sector equality duty under the Equality Act 2010, academies as public authorities must have due regard to the need to:
  - eliminate discrimination, harassment and victimisation
  - advance equality of opportunity between people who share a protected characteristic and those who do not and
  - foster good relations between people who share a protected characteristic and those who do not

## **2. Roles and Responsibilities**

- 2.1 The ATT Board has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. Day-to-day operational responsibility, including regular review of this policy, has been delegated to the Chief Executive for the Head Office function and the Local Governing Body for each academy.
- 2.2 The Principal and Senior Leadership have responsibility for:
  - providing leadership and vision in respect of equality in partnership with the Local Governing Body
  - overseeing the implementation of the equality policy and schemes
  - co-ordinating the activities related to equality and evaluating impact

- ensuring that all who enter the academy are aware of, and comply with, the equalities policy
- ensuring that staff are aware of their responsibilities and are given relevant training and support
- taking appropriate action in response to racist incidents, discrimination against persons with a disability and sexual harassment and discrimination.

2.3 All academy staff have responsibility for:

- the implementation of the academy equalities policy and schemes
- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- ensuring they do not discriminate on grounds of sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity
- keeping up to date with equalities legislation by attending training events, as required.

### **3. Forms of Discrimination**

3.1 Discrimination by or against a learner is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

3.2 Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics as set out in clause 1.3. For example, never asking black learners to answer questions in class because the teacher is not interested in their views, would be direct discrimination.

3.3 Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage. For example, if all learners must demonstrate a level of physical fitness before being admitted to the academy it is indirectly discriminating against disabled learners – unless the academy can show that it is done for a legitimate reason, and is a proportionate way of achieving that legitimate aim.

3.4 Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

3.5 Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

3.6 Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

3.7 Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when they do not, in fact, have that protected characteristic (does not include marriage and civil partnership, and pregnancy and maternity).

#### **4. Applying our policy to curriculum**

4.1 ATT aim to provide all our learners with the opportunity to succeed and to reach the highest level of personal achievement. To achieve this ATT will ensure:

- Curriculum planning reflects a commitment to equality
- The curriculum prepares learners for life in a diverse society and uses opportunities to reflect the background and experience of learners and families in the academy
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality
- The promotion of attitudes and values that challenge discriminatory behaviour and language
- The use of non-stereotyped materials which reflect accurately a range of cultures, identities and lifestyles.

#### **5. Applying our policy to admissions**

5.1 Admission to the academy is based on the criteria outlined in the Admissions Policy. The Admissions Policy is evaluated and monitored for equality impact on learners, parents and carers.

#### **6. Applying our policy to accessibility**

6.1 The Accessibility Policy and Plan are monitored for equality impact on learners, staff, parents and carers.

#### **7. Applying our policy to achievement**

7.1 There is a consistently high expectation of all learners regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes ATT recognise that:

- Staff in the academy will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the academy and to use targeted interventions to narrow gaps in achievement
- It is important to place a high priority on the provision for special educational needs and disability
- A range of teaching methods need to be used throughout the academy to ensure that effective learning takes place at all stages for all learners and which promote

learner engagement so that learners are encouraged to be actively involved in their own learning.

## **8. Applying our policy to ethos and atmosphere**

8.1 Those involved in the leadership of the academy community are instrumental in demonstrating mutual respect between all members of the academy so that:

- There should be a feeling of openness and tolerance which welcomes everyone to the academy
- The displays around the academy are of a high quality and reflect diversity across all aspects of equality and are frequently monitored
- Reasonable adjustments will be made to ensure access for learners, staff and visitors(including parents) with disabilities
- Provision is made to cater for the cultural, moral and spiritual needs of all learners through planning of both assemblies, classroom based and off site activities
- Learners are given an effective voice
- Positive role models are used throughout the academy to ensure that different groups of learners can see themselves reflected in the academy community.

## **9. Applying our policy to countering and challenging harassment and bullying**

- The academy counters and challenges all types of discriminatory behaviour and this is made clear to staff, learners, parents and governors
- The academy has a clear, agreed procedure for dealing with prejudice related bullying incidents (see the Anti-bullying Policy) and has a nominated member of staff, responsible for recording and monitoring incidents
- The academy reports to governors and ATT, at least annually, the number of prejudice related incidents recorded in the academy.

## **10. Applying our policy to Partnerships with Parents/Carers and the Wider Community**

10.1 ATT will work in partnership with parents/carers to:

- Ensure parents/carers from all backgrounds are encouraged to participate in the full life of the academy
- Ensure that there are good channels of communication, e.g. parent forums, to ensure parents' views are captured and acted upon
- Encourage members of the local community to join in academy activities and celebrations
- Ensure that the parents/carers of newly arrived learners e.g. EAL, Traveller or pupils with disabilities are made to feel welcome.

## **11. Breaches of this policy**

- 11.1 Anyone that believes that they may have been discriminated against is encouraged to raise the matter through the Complaints Procedure. If they believe that they may have been subject to harassment they are encouraged to raise the matter through our Anti-Bullying Policy. Staff who may have been discriminated against or harassed should refer to the Equal Opportunities (staff) Policy. If anyone is uncertain which policy applies or needs advice on how to proceed they should speak to a member of staff.
- 11.2 Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Those who make allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with appropriately.
- 11.3 Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. ATT take a strict approach to serious breaches of this policy.

## **12. Equality Objectives**

- 12.1 Equality objectives are included in the Academy Improvement Plan. The Academy Improvement Plan is shared with Governors and reviewed at least annually.

## **13. The Public Sector Equality Duty**

- 13.1 The Equality Act 2010 (Statutory Duties) Regulations 2011 impose a specific duty on ATT to publish information relating to the protected characteristics of its employees.
- 13.2 To give effect to the duty under the Regulations, ATT will report the results of its monitoring in anonymised form to the Local Governing Body.

## **14. Measuring the Impact of the Policy**

- 14.1 Where a discriminatory incident occurs a copy of the Discriminatory Incident Reporting Form (Appendix 1) is completed and filed at the academy. A scanned copy of the form is submitted to ATT Head Office.
- 14.2 The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers. The main findings from equality impact assessments will be presented to the Local Governing Body.

### Appendix 1 – Discriminatory Incident Reporting Form

Academy	
Site the incident took place	
Name of people involved	
Contact details if not a member of staff or pupil	
Date and time of incident	
Nature of incident	
People present at the incident and did they provide a statement (append statements to this form)	
Give details of actions taken	
Were any of the following contacted	Police Yes <input type="checkbox"/> No <input type="checkbox"/> Ambulance Yes <input type="checkbox"/> No <input type="checkbox"/> Parent/Carer/Emergency Contact Yes <input type="checkbox"/> No <input type="checkbox"/>

All of the above facts are a true and accurate record of the incident.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Name \_\_\_\_\_ Date \_\_\_\_\_