

# Equality and Diversity Policy

Review date	Reviewer	Approved by	Date approved	Implemented
September 2022	J Gorlach/ J Barker	Trustees	September 2022	September 2022
September 2023	D Redshaw	Trustees	July 2023	September 2023
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## REVISION HISTORY

Issue No	Date	Description
2	September 2020	Updating staff members and governors with responsibility for Equalities.
3	September 2022	Equality objectives reviewed and updated.
4	July 2023	Equality objectives reviewed and updated.

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## 1. 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.

All Academies within the Trust are committed to advancing and achieving equality of opportunity for all pupils/students, parents/carers, associated persons, staff, Members, Trustees and Governors and visitors. The Trust believes that all people are of equal value and are entitled to equality of opportunity and that diversity enriches our community.

## 2. Aims

The Trust aims to meet its equality obligations by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The North East Learning Trust will review annually how well we achieve the aims of the policy with regard to the protected groups under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

## 3. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- The North East Learning Trust's Funding Agreement and Articles of Association

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 4. Scope

The policy encompasses the following protected characteristics:

- Age
- Disability

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- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## 5. Values, principles, and standards

Equality of opportunity is fundamental to good practice in education, in which fairness 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 pupils/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 Trust and Academy communities and others engaged in Academy activities.

## 6. Equality objectives

The Trust have agreed the following equality objectives:

- To ensure that all Trustees, Governors, and staff are aware of current legislation surrounding equality and diversity and understand the responsibilities of the Trust.
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.
- To promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students

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with special educational needs and disabilities, looked after children and students from minority ethnic groups.

- Continue to improve accessibility across the academy sites for students, staff, and visitors with disabilities, including access to specialist teaching areas.
- Monitor the incidence of the use of homophobic, sexist, and racist language by students in our academies and continue to further develop students appropriate use of language where needed.
- To continuously review and revise the KS1-5 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

## 7. Roles and responsibilities

The Trust will:

- Ensure that Academies follow all the Trust's equality and diversity policies and procedures and meets its legal responsibility with respect to equality.

The Executive Board will:

- Give a consistent and high-profile lead on equality and diversity.
- Ensure that policies and procedures are in place to comply with all equality legislation.
- Ensure that all Academies within the Trust implement its equality and diversity policies and procedures.

The Headteacher/Head of School will:

- Implement the equality and diversity policies and procedures.
- Ensure that all staff know their responsibilities and receive the support and training necessary to carry them out.
- Follow the relevant procedures and act in cases of unfair discrimination, harassment, bullying, or victimisation.

Staff will:

- Promote equality and diversity, avoiding unfair discrimination.
- Actively respond to any incidents of unfair discrimination, related to protected characteristics perpetrated by pupils/students, staff and/or visitors.
- Keep up to date with equality law and complete training in equality and diversity.

Pupil/students will:

- Respect others in their language and actions.
- Adhere to all the Trust and Academy Equality and Diversity policies and procedures.

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## 8. Communication of Equality and Diversity Policy

The Trust will take active steps to communicate this policy to all pupils/students, parents/carers, staff, members, Trustees, Governors, stakeholders, contractors, and visitors to the Academy.

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