

East Midlands Academy Trust

Equality Policy 2021/2025

'Every child deserves to be the best they can be'

Scope: East Midlands Academy Trust & Academies within the Trust	
Version: V1	Filename: EMAT Equality policy
Approval: December 2021 <i>Approved by the Trust Board</i>	Next Review: December 2025 <i>This Policy will be reviewed by the Trust Board every 4 years</i>
Owner: East Midlands Academy Trust Board of Trustees	Union Status: Not Applicable

Policy type:	
Statutory	Replaces Academy's current policy

Revision History

RevisionDate	Revisor	Description of Revision
December 2021 – V1	M Juan	New Equalities policy issued, including statement to add on websites.
<p>EMAT Equality Statement (website) <i>At East Midlands Academy Trust, we pride ourselves on the diversity of people who make up our community and we value the varied contribution that everyone can make to our learning. We are committed to ensuring that all children, regardless of age, race, sex, class, gender, religion or belief, sexual orientation or disability should have the highest aspirations of themselves, and we are ambitious for all to reach their potential. In order to achieve this, we will ensure that all areas of the curriculum are adapted and suitably resourced in ways that reflect a wide range of cultures, and we will encourage children to respect each other's languages and backgrounds. We will also encourage parents to share their children's experiences and to offer their own as an aid and encouragement to learning. We will confront and discuss racist and sexist language or conduct, and through the positive enforcement of our behaviour policy, we will do our best to ensure that all individuals in the Trust, including visitors, feel safe and are treated with consideration when they are amongst us.</i></p>		

EQUALITY POLICY 2021/2025

1. Introduction

This document describes how EMAT intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its pupils and its workforce. At EMAT we are driven by a strong moral purpose that every child has the right to outstanding teaching and leadership. This is underpinned by our values: **Inclusion, innovation, inspiration, integrity, impact**

2. Purpose

East Midlands Academy Trust (MAT) recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

The purpose of this policy is to define EMAT (the Trust) commitment to equality and diversity and represents our commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

3. Context

The Equality Act 2010 consolidated equality legislation and brought about a statutory requirement for public bodies to produce a single equality scheme. It also had the effect of replacing all previously existing legislation e.g. the Race Relations Act, Disability Discrimination Act and the Sex Discrimination Act.

This single equality scheme (SES) integrates the general duties that apply to public bodies including academies and extends to all groups with protected characteristics; specifically, in relation to race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

The duties cover staff, students, Trustees, Governors, volunteers and others who use the services of the Trust academies. The over-arching statement includes priorities and actions to eliminate discrimination and harassment for all and particularly those groups with protected characteristics.

The aims of these duties are to:

- eliminate unlawful racial, age, disability, gender or sexual orientation discrimination and harassment;
- promote equal opportunities;
- promote positive attitudes towards and between disabled persons, persons of different racial groups and genders, and sexual orientation.
- ensure that no employee suffers disadvantage or discrimination because of their age, or because of pregnancy and maternity.

The Trust and its academies are committed to equality in both employment and education provision. We aim to ensure that students, staff, parents, governors, trustees, contractors, partners, and other stakeholders are treated fairly, and with dignity and respect.

This policy encompasses the following protected characteristics:

- Age;
- Disability;
- race, colour, nationality, ethnic or national origin;
- sex (including transgender);
- gender reassignment;
- pregnancy and maternity;
- religion or belief;
- sexual orientation; and
- marriage and civil partnership

4. Equality Statement

East Midlands Academy Trust will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation and decision making.

The Trust is committed to equality in its delivery of education, whether or not the service is directly provided by us or contracted out to a third-party provider.

Where necessary, the Trust will implement reasonable adjustments, or additional support, to ensure equality of access to the curriculum and an inclusive working environment.

The Trust will adhere to statutory legislation and give consideration to other relevant guidance, with the aim of ensuring all members of the Trust community are treated fairly.

The Trust is committed to ensuring that employees have equal access to jobs, training, and professional development opportunities. All employment policies refer to the provisions of the Equality Act 2010. The Trust recognises that the Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that maybe covered by the Act. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act which the Academy would need to consider. All recruitment will be within the provisions of the act, and applications will be monitored to report on recruitment activity, in line with the act.

The Trust and its academies will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students. Each Academy publishes an Accessibility Plan.

The Trust will ensure that all service providers that are contracted to provide services to students, staff or visitors operate in compliance with Equalities legislation. Where services are deemed not to meet Trust/Academy standards, in relation to equal opportunities and fairness, contracts may be terminated.

The Trust will not tolerate any form of discriminatory behaviour against members of their community.

Employees who are in breach of this policy will be dealt with under the Trust's disciplinary policy.

5. Responsibilities

The Trust Board, supported by the CEO, Headteachers and Local Advisory Boards, are responsible for ensuring the following:

- Making sure the Academies/Schools follow all of its equality and diversity policies and meets its legal responsibilities with respect to equality.

The Head Headteachers and Heads of School are responsible for:

- Giving a consistent and high profile lead on equality and diversity.
- Putting the Trust's equality and diversity policies into practice.
- Ensuring 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 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.
- Complaints from parents, students and the community will be dealt with in line with the academy's complaints procedure, and as such appropriate staff will deal with the relevant stage of the complaint.

Students are responsible for:

- Respecting others in their language and actions.
- Obeying all of the Academy/School equality and diversity policies.

6. The characteristics of our schools

Each academy within our family of schools has their own equality objectives, dependent on their current demographic and annual review. Please refer to the individual school local equality statements for school context.

7. Implementation

The principles of this policy will be applied to:

- Admissions and transfer procedures.
- Assessment, and subsequent groupings by ability/attainment levels.
- Curriculum, teaching and learning.
- Student behaviour, discipline, sanction and reward.
- Exclusions (fixed term and permanent).
- Staff recruitment and career development.
- Membership of the Trust Board and Local Advisory Boards.
- Stakeholder engagement.
- Wider community engagement.
- Pastoral and welfare support.

8. Data Protection Notice

The Trust processes personal data in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR) and the Data Protection Act 2018.

9. Monitoring and Evaluation

The Trust and the academies will review and update the equality objectives every four years and report annually to the Trust Board on progress towards achieving them. The Trust will annually publish information indicating how we are meeting the requirements of the public sector equality duty.

10. Complaints

The Trust will treat seriously all complaints of unlawful (or potentially unlawful) discrimination. Any complaints will be investigated in accordance with the academy's grievance or complaints policy, whichever is appropriate.