Unity Education Trust

POLICY	**EQUAL OPPORTUNITIES**
STATUS/DATE OF THIS VERSION	
APPROVED BY	**Board of Trustees Nov 2018/Feb 2020**
RATIFIED BY	
REVIEW	**2019-20**

Unity Education Trust's Equal Opportunities Policy is operated by the Trust centrally and each of its schools as follows, and, in respect to pupils, is sensitive to the different age- ranges

- Beeston Primary
- Garvestone Primary
- Grove House Infant
- Kings Park Infant
- Northgate High School and Dereham Sixth Form College
- The Short Stay School for Norfolk
- The Pinetree School

This policy establishes how students with Protected Characteristics (previously known as equality strands) will be protected in our Trust from harassment and discrimination, namely;

- disability
- gender
- race
- religion and belief
- sexual orientation
- gender reassignment
- maternity and pregnancy, also paternity.

DRAFT

This policy provides a format for addressing the statutory duties of the Equality Act 2010 to promote equal opportunities, their importance in our community and links to our focus on British values. This supersedes and brings together all previous statutory duties in relation to race, gender and disability.

The Trust is committed to equal opportunities in education for all, regardless of age, race, religion, gender, sexual orientation, class or disability.

Aims of the Single Equality Scheme

- to articulate the Trust's commitment to equality which permeates all Trust and school policies and practices
- to ensure that everyone who belongs to, or comes into contact with, our community is valued and respected
- to promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- to comply with statutory duties under equalities legislation in one document.

So that

- every pupil has opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
- every pupil is supported to develop a sense of personal and cultural identity, in which they are confident and open-minded, and receptive and respectful towards other identities
- every pupil develops the knowledge, understanding and skills that they need in order to participate in Britain's culturally diverse society and in the wider context of an interdependent world.

All members of the Trust/school community have a duty to act if a pupil or pupils are being discriminated as a result of their ability, gender, sexual orientation, disability, race or ethnic background.

Responsibilities:

The Headteacher/Head of School is responsible for ensuring that:

- this policy is communicated and made readily available to staff, parents and guardians and pupils
- the policy is implemented
- staff are aware of their responsibilities
- staff are given appropriate training and support
- appropriate action is taken in any cases of unlawful discrimination
- there is a member of staff responsible for co-ordinating work on racial equality and dealing with reported incidents of racism.

All staff are expected to:

- deal with racist incidents and incidents of discrimination whatever the grounds that may occur
- be able to recognise and tackle bias and stereotyping of any sort
- promote equal opportunities for all pupils whatever their needs, and good race relations
- incorporate principles of race equality and diversity into all aspects of their work
- provide appropriate support to pupils in their class for whom English is an Additional Language.
- provide appropriate support to pupils in their class who have a disability
- visitors and contractors will be made aware of and expected to comply with this Equal Opportunities Policy.

DRAFT

The Board of Trustees is responsible for:

- monitoring the implementation of this policy and ensuring it complies with relevant legislation and codes of practice
- the schools fulfil their legal responsibilities and this policy and its related procedures and strategies are implemented, monitored and reviewed.

The school workforce census enables us to collate data on staff relating to gender, race and disability. All staff vacancies are filled using application forms which contain requests for information relating to ethnicity, gender and disability. All information relating to staff is kept on the Trust's central database.

Policy Vision:

Unity Education Trust believes that all members of its community are entitled to the following:

- To be treated with respect
- To feel safe and comfortable
- To be valued and applauded for their achievements
- To have access to the school facilities and equipment
- To communicate and be listened to
- To learn and teach without interference

The Trust is committed to reducing any barriers which exist to prevent equal opportunities for all in respect of the Equality Act (2010) within our available resources.

STAFF

Introduction

The Board of Trustees has full regard to ensuring equal opportunities and eliminating discrimination of any kind. It aims to support the creation of an environment that will:

- eliminate unlawful, direct and indirect discrimination and promote equality of opportunity;
- ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
- have regard to equal terms for men and women in employment in accordance with the legislation*;*
- have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training;
- eradicate racial, religious or sexual harassment or discrimination and discrimination on the basis of disability and sexual orientation and value, celebrate and learn from the cultural diversity of its staff.

DRAFT

Purpose

Unity Education Trust will ensure that no employee receives less favourable treatment and that appropriate support is provided so that all employees attain their full potential to the benefit of the Trust, their school and themselves.

The Trust wishes to achieve an ability-based workforce which is in line with the working population mix in the relevant labour market.

The co-operation of all employees is essential for the success of this policy. However, the Board of Trustees have lead responsibility for achieving the aims of this policy and for ensuring compliance with the relevant Acts of Parliament and Codes of Practice. Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

Vacancy Advertising

The Trust shall put in place arrangements to determine which vacancies must be advertised both internally and externally simultaneously. It is anticipated that senior posts will, wherever possible, be advertised internally and externally.
Steps will be taken to ensure that knowledge of vacancies reaches under-represented groups internally and, where appropriate, externally.
Wherever appropriate, vacancies should be notified to job centres, careers offices and colleges as well as to minority press, media and organisations.
All vacancy advertisements will include a short statement on equal opportunities.

Selection & Recruitment

Selection criteria, including job descriptions and post-holder specifications, will be kept under review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.
Wherever possible, more than one person will be involved in the shortlisting and the selection interview. At least one person involved in the recruitment process will receive training in equal opportunities.
Reasons for selection and rejection of applicants for vacancies must be recorded.

Personnel Records

Employees are able to check and correct their own records of personal details. Otherwise, access to personal records is restricted in accordance with the provisions of the Data Protection Act.

DRAFT

Our principles for pupils:

- To provide appropriate access to school experience and facilities.
- To acknowledge and value the achievements of all members of the school community.
- To promote an atmosphere of tolerance and mutual understanding by actively demonstrating that sexist, racist or discriminatory behaviour and language of any kind are not acceptable and will be challenged.
- To encourage all members of the school's community to develop positive images of themselves and the cultural group to which they belong.
- To provide opportunities for all members of the school community to make informed decisions concerning themselves, their education and their future and to develop attitudes that are not influenced by stereotypes.
- To acknowledge and encourage the individual's right to be treated with dignity and respect regardless of age, race, religion, gender, sexual orientation, class or disability.

All personnel involved in recruitment and selection will ensure that equal opportunities legislation is applied.

It is the duty of everyone within the Trust community to ensure that we remain within the confines of the law and that we actively foster equality within Unity Education Trust and its schools.

Protected Characteristics:

Race equality

The general duty to promote race equality means that we must have due regard to:

1. Eliminate unlawful racial discrimination
2. Promote equality of opportunity
3. Promote good relations between people of different racial groups.

- The Trust will actively challenge racial discrimination and promote equal opportunities and good race relations.
- All staff are responsible for dealing with racist incidents and should be able to recognise and challenge racial bias.
- All Trust and school policies and procedures should give due consideration to discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins.
- Learning experiences should encourage the celebration of the variety of cultures and races in the world as part of the wider appreciation of human diversity.

Dealing with racist incidents

All reported incidents of a racist nature will be investigated at a school level and appropriate action taken.

DRAFT

Disability equality

The general duty to promote disability equality is owed to all disabled people which means that we must have due regard to:

1. Promote equality of opportunity between disabled people and other people
2. Eliminate unlawful discrimination
3. Eliminate disability related harassment
4. Promote positive attitudes towards disabled people
5. Encourage participation by disabled people in public life
6. Take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other people.

DRAFT

Accessibility
There is specific disability legislation in relation to disabled students and accessibility which means we must plan strategically over time to:

- Ensure access to the curriculum.
- Continue to monitor, evaluate and make necessary improvements to the physical environment of our schools to ensure access.
- Make written information accessible to students in a range of different ways as part of our provision planning, for example ensuring access to coloured paper in lessons and examinations for pupils with visual needs.

Physical and Sensory Disability

- The Trust and its schools will work to ensure that all school premises are accessible to pupils with physical difficulties, and that their needs are met in the programmes for on and off-site activities.
- Pupils with disabilities will be encouraged to participate actively in school life and in decisions affecting themselves and their education.
- Staff should raise pupil awareness and increase their understanding of the needs of physically and sensory impaired pupils.
- Staff will liaise with each other to help plan appropriately differentiated work and activities and provide advice to ensure that the needs of pupils are met.

We must ensure that disabled students do not receive less favourable treatment and to do this the Trust and its schools have a duty to make reasonable adjustments.
Each school aims to have a named SEND Governor who reports to the Local Governing Body on SEND provision.

Gender equality
The general duty to promote gender equality means that we must have due regard to:

- Eliminate unlawful discrimination and harassment and
- Promote equality of opportunity between men and women, girls and boys.
- To ensure that all curriculum areas are aware of the different learning patterns of all pupils and consequently to use an appropriate range of teaching strategies to enable all students to make progress.
- All curriculum areas should ensure that their resources reflect the diversity and different needs of the students and thus avoid stereotyping.
- To ensure that all pupils are given the opportunity to gain a sense of critical awareness of the origins of sexual prejudice from an historical and contemporary perspective.
- To ensure that all students experience as a wide a range of subjects as possible before any option choices are made.
- To encourage pupils in all subjects regardless of any preconceived ideas of what is traditional to either sex, so that pupils can make wise choices based on interest, experience and ability.

DRAFT

- Staff should be sensitive to the composition of individual teaching groups and plan accordingly.
- Thought should be given to the provision of appropriate role models within the school's structure.
- Support will be available to those experiencing discriminatory attitudes or behaviour.
- To ensure that all students learn to detect bias and prejudice in the material they encounter in and out of the school.

The duty also includes the need to consider actions to address the causes of any gender pay gap**.** The Board of Trustees (the employing body of the staff working at the Trust and its schools) considers that this has been addressed through the implementation of the Modern Reward Strategy and unified conditions and pay for school teachers.

Marriage/Civil Partnerships
We must ensure that we do not discriminate on these grounds. This Scheme includes our priorities and actions to eliminate discrimination and harassment for these equality areas.

Transgender
Transgender pupils and staff are explicitly covered by the gender equality duty. The term transgendered refers to a range of people who do not feel comfortable with their birth gender. The Trust will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within its school community. Communication and liaison is crucial in supporting the individual and the Trust will ensure support as required.

Age, sexual orientation, religion and belief
Under the new Act, the Trust also has a duty to ensure that it does not discriminate on the grounds of age, sexual orientation, religion or belief.

Sexual Orientation
The Trust challenges any member of the community who does not respect the sexual orientation of an individual. Advice is offered from external organisations and sexuality is a topic may be explored within appropriate parts of the Curriculum.

DRAFT

Pregnancy/New Mothers. The Act also makes provision to specifically protect against discrimination of students on the grounds of pregnancy/maternity. The Trust will ensure that pregnant students and those who have recently given birth are provided with appropriate support and access to education during the pregnancy and with re-integration into school after the birth.

Procedures

When incidents contravene this Equal Opportunities Policy these will be dealt with:

- Quickly, effectively and sensitively;
- With the full participation of parents, pupils and appropriate members of staff;
- As a priority and necessary action taken and careful records kept.

Victims must know that their complaints will be taken seriously and that they have the support and protection of all the staff.
For perpetrators, the priority will be education, repair damage and build towards an improved and more appropriate understanding. Sanctions will be considered carefully and may include the use of outside agencies in challenging the behaviour exhibited.

Unity Education Trust will adopt a range of responses which may be applied to each individual case.

- A no blame response
- Direct confrontation
- Monitoring and recording for an individual

In the case of a racist incident the Trust will follow the procedures laid out in the Local Authority documentation using the proforma provided.

Introduction

The Board of Trustees has full regard to ensuring equal opportunities and eliminating discrimination of any kind. It aims to support the creation of an environment that will:

- eliminate unlawful, direct and indirect discrimination and promote equality of opportunity;
- ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
- have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, *2002/73/EC;*
- have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training;
- eradicate racial, religious or sexual harassment or discrimination and discrimination on the basis of disability and sexual orientation and value, celebrate and learn from the cultural diversity of its staff.

DRAFT