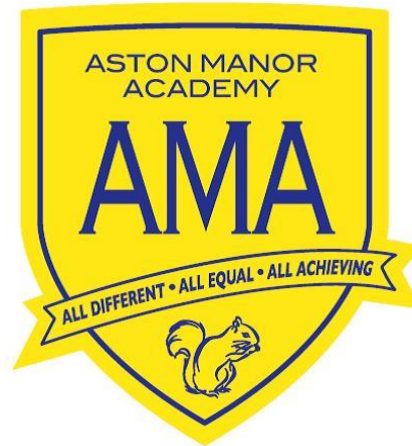


## EQUITAS ACADEMIES TRUST



**Chilwell Croft**  
Academy

## EQUALITIES POLICY

**Review Date:** November 2017  
**To be Reviewed:** December 2021  
**Agreed:** Full Trust Board  
**Policy Lead:** Sandra Coleman / Zoe Donnelly

**EQUALITIES POLICY**

**1. OVERVIEW**

Equitas Academies Trust understands that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

The Trust recognises that this Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Trust believes that everyone has the right to be treated with dignity and respect. It is opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

All staff have a responsibility to ensure equality permeates all aspects of Academy life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Trust wants everyone connected with it to feel safe, secure, valued and of equal worth.

The Trust has high expectations of all students and aims to provide them with every opportunity to succeed by providing the highest standards of teaching and learning.

The Trust is opposed to any member of Trust personnel or others connected with the Trust being victimised, harassed or bullied by another based on assumptions about their status in the afore mentioned categories or on any other grounds. Also, no one will be discriminated against because of their political affiliation.

Aston Manor Academy works closely with its School Council to hear their views and opinions, as the Trust acknowledges and supports Article 12 of the United Nations Convention on the Rights of the Child - that children should be encouraged to form and to express their views.

**2. AIMS**

- To introduce and put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.
- To treat everyone equally irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic.
- To work with other Academies to share good practice in order to improve this policy.

**3. RESPONSIBILITY FOR THE POLICY AND PROCEDURE**

**Role of the Trust Board**

The Trust board has:

- delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the Trust;
- delegated powers and responsibilities to the Headteacher to ensure all Trust personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the Trust complies with all equalities legislation;
- nominated a designated Equalities trustee or governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- has the responsibility to monitor achievement of equality targets;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;

**Role of the Headteacher and Senior Leadership Team**

The Headteacher and the Senior Leadership Team will:

- ensure that this policy is embedded into the culture of the Trust;
- ensure all Trust personnel, students and parents are aware of and comply with this policy;
- provide leadership and vision in respect of equality inclusion and community cohesion;
- record and deal with incidents of racism, bullying and other inappropriate behaviour;
- seek advice from appropriate agencies in order to ensure that this policy is kept up to date;
- regularly report to the Trust board on the standards achieved by different groups within the Trust;
- record, report and address all racial incidents;
- provide guidance, support and training to all staff;

**Role of the Nominated Trustee or Governor**

The Nominated Trustee or Governor will:

- work closely with the Headteacher and the coordinator;
- ensure that everyone connected with the Trust is aware of this policy;
- report to the Trust board;

## Role of the Trust Personnel

Trust personnel will:

- act as positive role models in order to promote equality throughout the Trust community;
- abide by and adhere to this policy;
- implement the Trust's equalities policy and schemes;
- report and deal with all incidents of discrimination and unequal treatment to the Headteacher;
- maintain an overall school ethos of respect and tolerance for one another;
- promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour;
- tackle bias and stereotyping;
- insist on outstanding pupil conduct;
- act as role models;
- be alert to signs of racial harassment and bullying;
- have high expectations of all students;
- carefully monitor all groups of students to ensure that they make progress and achieve their targets;
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students;
- use a variety of teaching methods to ensure effective learning takes place for all students;
- promote equality through curriculum planning;
- ensure planning is differentiated appropriately in order to provide full access for all students;
- create a positive classroom ethos and is welcoming to both sexes;
- ensure students feel valued and have individual targets;
- open to the views of students
- attend appropriate training sessions;
- report any concerns they have on any aspect of the school community

## Role of the Students

Students will:

- be aware of and comply with this policy;
- recognise that they have a role and responsibility to promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour;
- tackle bias and stereotyping;
- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these;
- Take pride in their work;
- produce work of a high standard;
- listen carefully to all instructions given by the teacher;

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- ask for further help if they do not understand;
- participate fully in all lessons;
- participate in discussions concerning progress and attainment;
- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive;
- hand in homework properly completed and on time;
- wear correct uniform;
- liaise with the school council;
- take part in questionnaires and surveys/focus groups.

### Role of the School Council (Aston Manor Academy)

The School Council will be involved in:

- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all students;

### Role of the Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- be asked to take part in periodic surveys conducted by the Trust.

## **4. RECRUITMENT PROCESS**

The Trust is an Equal Opportunities employer and adheres to the principles of equal opportunity in all aspects of the recruitment process.

The Trust welcomes applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## **5. COMPLAINTS**

The complaints procedures will be used to deal with any discriminatory complaint from any member of the Trust personnel.

Any case of harassment will be dealt with by the Trust's disciplinary procedure.

## **6. TRAINING**

The Trust ensures all staff have equal chances of training, career development and promotion.

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Periodic training will be organised for all Trust personnel so that they are kept up to date with new information and guidelines concerning equal opportunities.

**EQUAL OPPORTUNITIES STATEMENT**

**1. INTRODUCTION**

Equitas Academies Trust promotes equality of opportunity in respect of every aspect of its provision. Trust policy and practice will seek to provide an environment that is free from discrimination against students, staff, visitors and others. The Trust will ensure that all students and staff, current or prospective, are treated solely on the basis of their merits, abilities and potential.

The Trust will seek to prevent any form of unlawful or unfair discrimination, and will be concerned with the prevention of direct and indirect, associative and perceptive discrimination on the grounds of age, sex (gender), disability, race, sexual orientation, transgender status, family circumstances, marital or civil partnership status, religion or belief, citizenship, colour or ethnicity, social and economic status, or other irrelevant personal characteristic.

The Trust is committed to fairness in its practices and in meeting the needs of its diverse student and staff bodies. Where appropriate and within its means, the Trust will take positive action to meet these commitments.

**2. AIM**

In order to achieve this aim, Equitas Academies Trust will seek to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or covered by equality legislation;
- advance equality of opportunity between all staff, students, applicants and visitors;
- foster/promote good relations between all members of the Trust community;
- recognise and develop the diversity of background, skills and talent within its current and potential student and staff body;
- collect and monitor data to assist in the identification and removal of barriers to the equality of opportunity;
- communicate to staff, students and others the promotion of equal opportunities and the Trust's procedures to sustain it;
- deal with breaches of policies and procedures in accordance with the student or staff disciplinary process.

**3. STATEMENT**

This Statement applies to all students and staff of Equitas Academies Trust and to all activities associated with the Trust, whether or not on Trust property.

**4. RESPONSIBILITY**

The Trust board has ultimate responsibility for ensuring that the Trust's policies, procedures and action plans are being effectively implemented. The Headteacher is responsible for the overall implementation of this Statement and requires that the Trust procedures and practices are consistent with it.

**Date of next review: December 2018**