

Equality and Diversity Policy – Staff and Trust Officers

Monitoring and review

Staff responsible	:	Chief Operating Officer; Senior Leaders
Committee responsible	:	Board of Trustees
Links	:	Equality Framework; Staff Code of Conduct
Date approved	:	March 2018
Review date*	:	March 2020

*Please note that should any further national guidance be issued by external agencies that are relevant to this policy, it will be updated accordingly prior to the review date shown above and re-circulated.

The Boleyn Trust Board of Trustees has agreed to this Policy and, as such, it applies to all Schools within the Trust.

Rationale

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.

Aims

All schools within the Boleyn Trust are committed to advancing and achieving equality of opportunity for all pupils, parents /carers / associated persons, staff, Trustees, local Governors, and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

Policy Statement

Scope

This policy encompasses the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

Values, principles and standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity 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 and students to develop their full potential
- commitment to the positive development of all staff and School officers
- Accountability for compliance with this policy by all members of the school, School communities and others engaged in School activities.

Objectives

The objectives of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people
- actively advance equality of opportunity
- prepare students for life in a diverse society
- promote good relations amongst people within the Schools community and the wider communities within which we work
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour
- deliver equality and diversity through our Schools policies, procedures and practice
- make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to School provision and activities
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations
- monitor the implementation of equality and diversity within the Schools

- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff, local governors, partners, stakeholders, contractors and visitors to the Schools.

Responsibilities and accountabilities

The trust Board are responsible for:

- making sure the Schools follow all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Headteacher is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the School
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the Schools implement its equality and diversity policies and codes of practice
- School leaders (for example senior, subject and pastoral leaders) are responsible for:
 - putting the School equality and diversity policies and codes into practice
 - making sure 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 (teaching and non-teaching) 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
- Students are responsible for:
 - respecting others in their language and actions
 - obeying all of the School equality and diversity policies and codes