



EQUALITY & DIVERSITY POLICY

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Document History

Version	Date	Author	Note of revisions
V1	15.03.12	KW	
V2	26.9.12	KW	
V3	24.2.14	KB	Amended to reflect new equality legislation
V4	04.07.17	KB	Revised Equality Objectives
V5	25.02.19	LC	Monitoring and review information updated

OUTWOOD GRANGE ACADEMIES TRUST

EQUALITY AND DIVERSITY POLICY

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.

Aims

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Outwood Grange Academies Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

All of our academies are committed to advancing and achieving equality of opportunity for all students, parents /carers / associated persons, staff, 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.

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 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 school, Academy communities and others engaged in Academy activities.

Equality Objectives

We aim to provide the highest possible education for all of our students. The ethos of our academies clearly reflects our commitment to fully including and respecting all members of our academy communities.

We have set ourselves the following objectives for 2017/18 onwards:

- To ensure that staff and the governing body are aware of current legislation surrounding equality and diversity and understand the school's responsibility
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our Academy community.
- 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 with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Continue to improve accessibility across the school 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 the Academy.
- To review and revise the KSI-4 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

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, governors, partners, stakeholders, contractors and visitors to the Academies.

Responsibilities and accountabilities

The Trust Board are responsible for:

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

The Principal is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the Academy
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the Academies implement its equality and diversity policies and codes of practice

Academy leaders (for example senior, subject and pastoral leaders) are responsible for:

- putting the Academy 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 Academy equality and diversity policies and codes

Monitoring and review

The policy was first established in 2012 through consultation with a staff representative group. Since this date the Trust has entered into a Trade Union Recognition Agreement (2014), which is now used as the forum for employment policy consultation.

The Equality and Diversity Policy is subject to consultation with the recognised trade unions on behalf of their members as and when it is reviewed or updated. The policy requires a review every 3 years, this was completed in 2014 and 2017 with the next review planned for 2020 unless there are updates to legislation in advance of this that would require a review sooner.