



Equality and Diversity Policy

Approving Body	Executive Board
Date Approved	March 2017
Version	V.03
Supersedes Version	V.02
Review Date	4 Yearly and publish annually (see statutory policies for schools Sept 2014)
Legislation	Equality Act 2010 and the Equality Act 2010 Regulations 2011

Policy Statement

The Academy is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse community brings to the organisation. We believe that all stakeholders have equal value and are entitled to equality of opportunity. Barriers which could lead to unequal outcomes for different groups should be identified and tackled to ensure that everyone has the opportunity to progress.

We believe that equality should permeate all aspects of the academy and is the responsibility of every member of the organisation. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Academy's disciplinary policy.

The policy encompasses the following protected characteristics:

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

At this academy we recognise that equality of opportunity is a fundamental right and we have set out the **following objectives** in order to achieve this:

- To develop an ethos which respects and values all people
- To ensure that the wider curriculum makes explicit and implicit provision to promote and celebrate diversity and actively challenges stereotypes and prejudiced attitudes
- To prepare students for life in modern Britain
- To have high expectations of behaviour which demonstrates respect to others
- To eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation and other oppressive behaviour
- To take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics
- To make reasonable adjustments within the resources available to remove barriers which limit or discourage access to academy provision and activities
- To promote good relationships amongst people within the academy and the wider community within which we work
- To monitor the implementation of equality and diversity within the academy
- To ensure that recruitment and selection procedures and practices within the academy are open and transparent and ensure that fair and equal selection criteria is applied

Responsibilities and accountabilities

The Executive Board are responsible for:

- Making sure the academy follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality.

The Head teacher is responsible for:

- Giving a consistent and high-profile lead on equality and diversity
- Ensuring policies and procedures are in place to comply with all equality legislation
- Ensuring that the Academy implements its equality and diversity policies and codes of practice
- Ensure staff have access to appropriate and relevant CPD in relation to equality and diversity

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 policy 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

Policy development

The Academy will:

- Liaise with HR partners to ensure procedures are in line with regulations
- Create any new policies with Head Teacher endorsement through the governing body

Training and education

The Academy will:

- Understand training needs and organise training of all stakeholders where necessary
- Integrate diversity into training and development programmes.

Communication and consultation

The Academy will:

- Establish key lines of communication across the academy through consultation with key stakeholders
- Ensure that communication imagery and graphics are inclusive
- Ensure that communications reinforce inclusive messages

Resources

The Academy will:

- Establish reporting lines for monitoring progress against targets and objectives
- Secure financial sign-off from the Governing Body to enable related activities to be undertaken (for example reasonable adjustments to comply with the Equality Act 2010, and communication and training programmes).