

Equality and Diversity Policy

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Hatton Academies Trust Equality and Diversity Policy

1. 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.

Equality Director: Mrs Graham Lawman

2. 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.

Hatton Academies Trust will regularly 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, trustees/directors 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.

3. 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.

4. 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 behavior
- Commitment to inclusive education which enables and supports all students to develop their full potential
- Commitment to the positive development of all staff and directors/trustees
- Commitment to fair and open recruitment processes
- Accountability for compliance with this policy by all members of the Trust and all others engaged in Trust and individual academy activities.

5. Hatton Academies Trust As An Employer

We are committed to encouraging equality and diversity amongst our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

Hatton Academies Trust is also committed against unlawful discrimination of our pupils, parents and the local community.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working,

and selection for employment, promotion, training or other developmental opportunities.

The Trust Commits To:

- Encourage equality and diversity in the workplace as they are good practice and make business sense
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as the Trust, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, suppliers the public and applicants seeking employment.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, students; suppliers, visitors, the public and any others in the course of the trust's activities

Such acts will be dealt with as misconduct under the Trust's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- Make opportunities for training, development and progress, within our financial and time resources, available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law

- Monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them regularly, and considering and taking action to address any issues

The equality policy is fully supported by the Board of Trustees.

Details of the Trust's grievance and disciplinary policies and procedures can be obtained from the Human Resources manager. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

6. Hatton Academies Trust Commitment To Our Students

We are committed to ensuring that we deliver the aims of the equality duty for our students so that they experience equality of opportunity; experience good relations between the academy community; and ensure that they do not experience unlawful discrimination, harassment and victimisation.

Our principles are:

Principal 1: All learners are of equal value

We see all learners and potential learners as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- Whatever their gender or sexual orientation.

Principal 2: We recognise and respect diversity

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate (directly or indirectly), but are differentiated as appropriate to take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made

- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences are recognised.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, women and men, and an absence of sexual harassment.

Principle 4: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist for the protected characteristics of our students.

Principle 5: We monitor and evaluate the key indicators for different groups of students

We ensure that we can identify and act on identified differences, unfairness and underperformance and act upon this on key indicators e.g. achievement; attendance; behavior; exclusions; participation.

Principle 6: We challenge poor attitudes where they exist and work closely with all relevant agencies if concerns are raised

Incidents where students openly display prejudice, discrimination, bigotry and partisanship are challenged strongly. We take swift action in reporting concerns or radicalization if this is suspected.

7. Hatton Academies Trust Equality Objectives

We aim to provide the highest possible education for all of our students and support for all our employees.

The ethos of our academies clearly reflects our commitment to fully including and respecting all members of our academy communities.

Each trust academy completes an equality duty workbook to consider and action individual academy priorities regarding the Public Sector Equality Duty.

We have set ourselves the following overall trust objectives for 2019/23:

- To ensure that staff and the Board of Directors 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 trust 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 Trust academies
- To review and revise the KS1-5 curriculum so that it represents a diverse culture and society and encourages tolerance and respect
- Take steps to encourage people from underrepresented groups to apply for positions at all levels within the Trust
- Monitor access to opportunities for professional development on equality grounds
- Provide training to all staff on our equalities policies and practices
- Actively participate and promote our involvement in the Disability Confident scheme.

8. Communication Of Our Equality and Diversity Policy

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

9. 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.
- Having a designated Equality Director

The CEO and Trust central staff and Academy Principals are responsible for:

- Giving a consistent and high-profile lead on equality and diversity
- Advancing equality and diversity inside and outside the Trust ensuring policies and procedures are in place to comply with all equality legislation
- Ensuring that trust and individual 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 Trust and 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 Trust and Academy equality and diversity policies and codes.

10. Monitoring And Review

This Equality and Diversity Policy has been approved and adopted by Hatton Academies Trust. The policy will be reviewed every three years, or as required to ensure it remains compliant with Equality legislation.