



Unity Schools Trust

'Excellence through collaboration'

Equality Policy

Policy Reviewed:	September 2017
Next Review:	April 2020
Approved by Trust	December 2017

Introduction

This policy sets out the Unity Schools Trust (“the Trust”) approach to promoting equality, as defined within the Equality Act (2010). It covers age*, sex, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment and our approach to community cohesion.

Aims and Values

The Trust aims to provide equality and excellence for all in order to promote the highest possible standards. The core values on which the policy is based include:

- a culture of respect for others
- promoting equality by recognising and celebrating differences between people
- a community where students are well prepared for life in a diverse society

The Trust’s overall approach to promoting Equality

The Trust’s Equality Policy provides a framework to pursue its equality duties to have due regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- foster good relations and positive attitudes between all characteristics and different groups in all of its activities.

Through the Equality Policy, the Trust will seek to ensure that no students, staff, parents, guardians or carers or any other person through their contact with the Trust receives less favourable treatment. This includes the protected characteristics identified within the Equality Act (2010) i.e. age*, sex, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment.

***(NB ‘age’ is also a protected characteristic but not in relation to students of any age in a school)**

A Cohesive Community

The Trust seeks to:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure that learning, teaching and the curriculum explore and address issues of diversity

The Trust serves a variety of communities including:

- extended communities (e.g. the 2015 Learning Partnership)

- geographical communities (e.g. Woking, Runnymede, Surrey)
- the community of Britain
- the global community, (e.g. through the wide range of links made with communities abroad)
- communities of interest (e.g. environmental groups, faith groups, ethnic or language groups)
- communities of friends (e.g. local clergy, business partners, arts, sports, voluntary and support groups)

Roles and Responsibilities

Trustees are responsible for:

- making sure the Trust complies with current equality legislation
- making sure this policy is properly implemented
- making sure related procedures are followed

The Heads of School are responsible for:

- making sure the policy is readily available and that the governors, staff, students and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working
- providing training on the policy
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination.

All staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- modelling good practice, dealing with discriminatory incidents and being able to:
 - recognise and tackle bias and stereotyping
 - promote equality and avoid discrimination against anyone
 - keep up to date with the law on discrimination and take training and learning opportunities.

Students are responsible for:

- supporting the equality ethos
- sharing concerns or issues with a member of staff
- keeping equality and diversity issues on the agenda, which will recognise good practice and enable review and development.

This may include:

- the anti-bullying policy and specifically racist and homophobic bullying
- developing school/class rules which challenge discriminatory behaviour.

Parents/Carers are responsible for:

- supporting the Trust's equality ethos

- sharing concerns or issues with senior staff

Visitors and contractors are responsible for:

- following our expectations regarding equality

Responsibility for overseeing equality practices in the Trust lies with the Chief Executive Officer.

Responsibilities include:

- co-ordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or traveller communities, disabled pupils etc.)
- monitoring exclusions.

Monitoring, Reviewing and Assessing Impact

The Trust's Equality Policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making.