

# The Priestley Academy Trust



## Equality and Diversity Policy

Implementation date	Revision Level	Adopted by BoT	Review Date	Responsible Person
March 2017	V1.1	07.04.17	March 2020	CEO

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## Introduction

The 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 Priestley Academy Trust are committed to advancing and achieving equality of opportunity for all pupils, parents/carers/associated persons, staff, trustees, local governing board members 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 pupils to develop their full potential
- Commitment to the positive development of all staff, trustees and local governing board members
- Commitment to fair and open recruitment processes
- Accountability for compliance with this policy by all members of the school, Trust 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 pupils for life in a diverse society
- Promote good relations amongst people within the Trust 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 school 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
- Ensure that recruitment and selection procedures and practices within the Trust are open and transparent and ensure that fair and equal selection criteria are applied

## Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all pupils, parents/carers/associated persons, staff, trustees, local governing board members, stakeholders, contractors and visitors to the schools.

## Responsibilities and accountabilities

The Trust Board is 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 Chief Executive Officer 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 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 pupils, other staff or visitors
- Keeping up-to-date with equality law and participating in equal opportunities and diversity training

Pupils are responsible for:

- Respecting others in their language and actions
- Obeying all of the school equality and diversity policies and codes

## Monitoring and review

This Equality and Diversity Policy has been approved and adopted by The Priestley Academy Trust. A task group will review the policy every three years, or as required to ensure it remains compliant with Equality legislation.

Monitoring the implementation of this policy is the responsibility of each school Local Governing Body.