



## The de Ferrers Trust

### EQUALITY POLICY

Author:	Tammy Pyszky
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## Equalities Policy

### **Statement/Principles**

This policy outlines the commitment of the staff, local governors and trustees of The de Ferrers Trust to ensure that equality of opportunity is available to all members of our academy communities, both during academy hours and through extended services. For our trust this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of students in our academies and celebrating and valuing the equal opportunity achievements and strengths of all members of our academy communities.

We believe that equality should permeate all aspects of academy life and is the responsibility of every member of our trust, each academy and the wider community. Every member of each academy community should feel safe, secure, valued and of equal worth. The de Ferrers Trust believes that equality is a key principle for treating all people the same, irrespective of their:

**Age** – where this is referred to, it refers to a person belonging to a particular age or range of ages.

**Disability** – a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities.

**Gender reassignment** – the process of transitioning from one gender to another.

**Pregnancy and maternity** – pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race** – refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

**Religion and belief** – religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex** – a boy/man or a girl/woman

**Sexual orientation** – whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Marriage and civil partnership** – marriage is a legally recognised union between members of the opposite sex or members of the same sex. A civil partnership is a

legally recognised and registered relationship between two individuals of the same sex.

The above are known as 'protected characteristics' as stated within the Equality Act 2010 and will be referred to as such throughout this policy.

The de Ferrers Trust is committed to giving all our students every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind.

We actively tackle discrimination against any of the 'protected characteristics' and promote equal opportunities and good relations between and amongst all. We aim to ensure that each academy promotes the individuality of all our students, irrespective of a protected characteristic, attainment or background. We are committed to ensuring that positive action is taken where necessary to redress the balance of inequality that may exist. We aim to reflect the diversity of our local communities and society and ensure that the education we offer fosters positive attitudes to all people.

Discrimination is defined as:

**Direct discrimination** (someone is treated less favourably than another person because of a protected characteristic).

**Associative discrimination** (direct discrimination against someone because they associate with another person who possesses a protected characteristic).

**Discrimination by perception** (direct discrimination against someone because the others think they possess a particular protected characteristic).

**Indirect discrimination** (can occur when the policy that applies to everyone disadvantages a particular protected characteristic).

**Harassment** (employees can complain of behaviour they find offensive even if it is not directed at them).

**Harassment by a third party** (employers are potentially liable for harassment of their staff by people they don't employ).

**Victimisation** (someone is treated badly because they have made/supported a complaint or grievance under the Act).

### **Our Academies**

Each of our academies will publish on their website the context of their academy together with Equality Objectives at least every four years.

The admissions policy for each academy within the trust is equally open to students of all groups.

We believe that these commitments are as important in the context of an academy with limited ethnic diversity as well as in an academy with a more ethnically diverse population.

### **Legislation**

- This document meets the requirements under the following legislation:-
- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (specific duties) Regulations 2011, which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document also complies with our articles of association and our funding agreement.

### **Monitoring and Review**

Equality is identified as an area requiring careful and ongoing monitoring and due regard is given to the promotion of all aspects of equality. The principals of each of our academies are responsible for co-ordinating and monitoring the evaluation and are responsible for:

- Leading discussions, arranging training, keeping all staff updated in designated staff meetings and discussing equalities within their academy community.
- Reporting to the local governing body
- Supporting positively the evaluation activities that moderate the impact and success of the policy

The trust will regularly review the impact of our policies on the needs, entitlements and outcomes for students, staff and parents/carers. We pay specific reference to the impact that our policies have on the attainment of students from different groups.

We make regular assessments of students and use this information to track students' progress as they move through any one of our academies. As part of this process, we regularly monitor the performance of different groups to ensure that all groups of students are making the best possible progress. We ask that the principals use this information to adjust future teaching and learning plans as necessary. Interventions are put in place to support groups of students where the information suggests that progress is not as good as it should be. The trust board and the local governing body of each academy receive regular updates on student performance information.

Each academy's performance information is compared to national data and local authority data to ensure that students are making appropriate progress when compared to all schools, and schools in similar circumstances.

As well as monitoring student performance information, we also regularly monitor a range of other information such as:

- Exclusions
- Incidents of racism, disability, sexist/homophobic incidents and all forms of bullying and harassment
- Parental involvement

- Attendance
- Student attitudes to self and their academy

Our monitoring activities enable us to identify any differences in student performance. This allows us to take appropriate action to meet the needs of specific groups and to set targets, in order to make the necessary improvements.

## **Promoting Equality through the Curriculum**

### **Teaching and Learning**

We aim to provide all our students with the opportunity to succeed, to reach the highest level of personal achievement and to be aspirational. To do this, teaching and learning will:

- Ensure quality access for all students and prepare them for life in a diverse society.
- Use materials that reflect a range of cultural backgrounds, without stereotyping.
- Promote attitudes and values that will challenge discriminatory behaviour.
- Provide opportunities for students to appreciate their own culture and religions and celebrate the diversity of other cultures.
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions.
- Develop students' advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality.
- Ensure that the PSHE, Educational Visits and Citizenship curriculum cover issues of equalities, diversity, religion, human rights and inclusion.
- Promote and celebrate the contribution of different ethnic groups through all areas of the curriculum where appropriate.
- Seek to involve all parents/carers in supporting their child's education including monitoring our hard to reach parents.
- Provide educational visits and provision of extra-curricular activities that involve all student groupings
- Take account of the performance of all students when planning for future learning and setting challenging targets
- Make best use of all available resources to support the learning of all groups of students
- Identify resources that support staff development.

### **Learning Environment**

There is a consistently high expectation of all students regardless of their protected characteristic, ability or social background. All students are encouraged to improve on their own achievements and not to measure themselves against others. Parents/carers are also encouraged to view their own children's achievements in this light.

To secure the desired outcomes we recognise:

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all students.
- Adults in each academy will provide strong, positive role models in their approach to all issues relating to equality of opportunity.

- Each academy must place a very high priority on the provision for special educational needs and disability. We aim to meet all students' learning needs, including the more able, by carefully assessed and administered programmes of work.
- Each academy must provide an environment in which all students have appropriate access to all facilities and resources.
- All students are to be encouraged to be actively involved in their own learning.
- A range of teaching methods is to be used throughout each academy to ensure that effective learning takes place at all stages for all students.

## **Curriculum**

The de Ferrers Trust asks each academy to ensure that their:

- Planning reflects our commitment to equality in all subject areas and cross-curricula themes, promoting positive attitudes to equality and diversity.
- Students will have opportunities to explore concepts and issues relating to identity and equality.
- All steps are taken to ensure that all students have access to mainstream curriculum by taking into account the cultural and lifestyle backgrounds of all students, their linguistic needs and their learning styles.
- All students have access to qualifications through our Guided Pathways programme which recognises attainment and achievement and promotes progression.

## **Ethos and Organisation**

- At The de Ferrers Trust we are aware that those involved in the leadership of each academy community are instrumental in demonstrating mutual respect between all members of that community.
- There should be 'openness' of atmosphere which welcomes everyone.
- The students are encouraged to greet visitors to their academy with friendliness and respect.
- The displays around each academy are of high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored.
- Although it may be difficult to physically access some parts of our academies, the majority of areas are easily accessible and arrangements are always made for students and adults to access any hard to reach areas.
- Provision is made to cater for the spiritual needs of all students through planning of both assemblies, classroom based and externally based activities.

## **Resources and Materials**

The provision of good quality resources and materials within any academy of The de Ferrers Trust is a high priority. These resources should:

- Reflect the principles of all the protected characteristics.
- Reflect 'the reality of an ethically, culturally and sexually diverse society'.
- Show positive images of males and females in society, including people with disabilities.
- Reflect non-stereotypical images of all groups in a global context.
- Include materials to raise awareness of equal opportunity issues.
- Be equally accessible to all members of the academy community.

- Not include explicitly and implicitly racist, sexist, homophobic or ageist materials.

### **Language**

We recognise that it is important at each academy of The de Ferrers Trust that all members of the academy community use appropriate language which:

- Does not transmit or confirm stereotypes.
- Does not offend
- Creates and enhances positive images of particular groups identified at the beginning of this document.
- Creates the conditions for all people to develop their self-esteem.
- Uses correct terminology in referring to particular groups or individuals e.g. Inuit rather than Eskimo, Native Americans rather than Red Indians.
- Uses first language effectively for learning where possible.

### **Extended Services**

All our extended services adhere to this policy via service level agreements for each of our out of hours users.

We undertake responsibility for making contributors to extended services activities aware of the trust's commitment to equality of opportunity.

As such, non-staff members who have contact with children are expected to adhere to this policy.

### **Provision for Bilingual Students**

At each academy within The de Ferrers Trust appropriate provision is made for all EAL/bilingual children/groups to ensure access to the whole curriculum. These groups may include:

- Traveller and Gypsy Roma children.
- Those from refugee families.
- Students for whom English is an additional language.
- Students who are new to the United Kingdom.

### **Personal Development**

- All staff take account of the needs of the protected characteristics as well as the experience and needs of particular groups such as Gypsy Roma and Traveller, Refugee and Asylum Seeker students.
- All students are encouraged to consider the world of work with no discriminatory boundaries placed on them due to any of the protected characteristics.
- Anyone is given support as appropriate when they experience discrimination. We also recognise that the perpetrators of discrimination are themselves sometimes victims of their personal circumstances and therefore, where appropriate, remedial work is done to ensure that the actions do not occur again.
- Positive role models are used throughout each academy to ensure that different groups of students can see themselves reflected in their academy community.
- Emphasis is placed on the value that diversity brings to an academy community, rather than the challenges.

### **Staffing and Staff Development**

We recognise the need for positive role models and distribution of responsibility amongst staff.

We undertake to encourage the career development and aspirations of all individuals.

It is our policy to provide staff with continuous training and development, which will increase the awareness of the needs of different groups of students in the various dimensions of equality of opportunity.

### **Staff Recruitment and Professional Development**

- Recruitment, promotion, and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting should be done by more than one person and with the involvement of Human Resources, where possible. Our recruitment procedures should be reviewed regularly to ensure that individuals are treated on the basis of their relevant merits and abilities.
- We take steps to ensure that our vacancies are advertised to a diverse labour market. Where appropriate, the trust Human Resources team may approve the use of lawful exemptions to recruit someone with a particular protected characteristic, for example, where the job can only be done by a woman. The advertisement should specify the exemption that applies.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.
- All staff are made aware of equalities policies and practices.
- Employment policies and procedures are reviewed regularly to check conformity with legislation and impact.

### **Bullying and Harassment**

It is the duty of any academy with The de Ferrers Trust to challenge all types of discriminatory behaviour, e.g.

- Unwanted attentions (verbal or physical).
- Unwelcome or offensive remarks or suggestions in relation to any of the protected characteristics or about another person's appearance and/or general character.

Each academy has a clear, agreed procedure for dealing with incidents such as these and ensure that they are logged.

### **Partnerships with Parents/Carers and the Wider Community**

The de Ferrers Trust asks each of its academies to work in partnership with parents/carers to help all students to achieve their potential.

We wish to affirm our continuing commitment to reach out to all diverse groups within our immediate community and beyond. We do this by:



- All parents/carers being encouraged to participate at all levels in the full life of their Academy.
- Encouraging members of the local community to regularly join in activities.

### **Responsibility of the Policy**

At The de Ferrers Trust, we consider that all members of the communities we serve have a responsibility towards supporting the equality agenda. Responsibilities are laid out as follows:-

**The Trust Board** is responsible for ensuring that:

- The trust complies with all equalities legislation
- The trust's equality policy is maintained and updated regularly.
- They have due regard when making a decision or taking action and must assess whether it may have particular implications for people with particular protected characteristics.
- They consider equality implications before and at the time that they develop policy and keep under review on a regular basis.

**The Local Governing Body** is responsible for ensuring:

- That procedures and strategies related to the policy are implemented.
- To seek assurances on behalf of the trust board that their academy are complying with their equality duty.
- That the context of their academy and equality objectives are reviewed and published at least every four years.
- That they receive an overview of all incidents which are a breach of this policy and ensure that appropriate action is taken in relation to all said incidents.
- They escalate any matters of concern to the trust board as soon as possible.

**The Principal and Leadership Team** are responsible for:-

- Along with the local governing body, providing leadership in respect of equality.
- Along with the local governing body, reviewing the context of their academy and drafting equality objectives to be published at least every four years.
- Overseeing the implementation of the equality policy.
- Ensuring that the information and objectives in relation to their equality duty are communicated throughout their academy, including to staff, students and parents.
- Co-ordinating the activities related to equality and evaluating impact.
- Ensuring that all who enter their academy are aware of, and comply with, the equality policy.
- Ensuring that staff are aware of their responsibilities and are given relevant training and support.
- Publishing information to show compliance with their equality duty.
- Taking appropriate action in response to any incidents in breach of this policy.

**All staff** are responsible for:

- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- Not discriminating on grounds of any of the protected characteristics or any other equality issues.

- Keeping up to date with equalities legislation by attending training events organised by the trust, their academy or recognised training provider.

### **Monitoring and Review**

This policy is reviewed by the Director of Governance and Compliance and changes approved by the trust board at least every four years or as often as necessary to ensure we comply with legislative requirements.

Each set of academy equality objectives are reviewed by the principals in consultation with the Director of Governance and Compliance every four years. Formal approval of any changes to those objectives is given by the Local Governing Body.

Every policy within the trust, and any other relevant policies as outlined in the specific duties placed upon us by the relevant legislation, is evaluated and monitored for its impact on students, staff, parents and carers.

This policy and each academy's equality objectives are reviewed as and when the profile of their academy changes, and at least every four years.