



CWA Academy Trust
Chilworth - Buncle - Exton

Policy and Procedure: Equalities Policy

Version: 1

Author: Academy Principals

Date: 18th November 2014

Date of Board Approval: 6th May 2015

Review date: May 2018

1. Legal framework

1.1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity.

1.2. We recognise that the Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

1.3. Where schools are concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to pupils.

1.4. Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

1.5. Additionally, specific guidance for academies is set out in the DfE publication “The Equality Act 2010 and Schools. Departmental advice for school leaders, school staff, governing bodies and local authorities” issued in May 2014.

2. Academy Responsibilities

2.1. Specifically, in order to help our academies meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objective.

2.2. Each of our academies will therefore identify and publish on their website at least one Specific, Measurable, Achievable, Relevant and Time-bound (SMART) objective directly related to national or local evidence of any issues relating to the performance of individuals with protected characteristics. These objectives may relate to periods of up to four years and will be reviewed annually by the Principal and their senior leaders within the context of the academy’s overall performance planning, monitoring and evaluation cycle.

2.3. Each of our academies will also prepare an annual report of activities carried out in the year towards the achievement of those objectives and other activities carried out to comply with the requirements of the equality duty (eg this might include staff, governor, pupil training and awareness, specific local projects or educational interventions, etc).

3. Guiding principles

In fulfilling these legal obligations, we are guided by nine principles:

3.1. Principle 1: All learners are of equal value

We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled.
- whatever their ethnicity, culture, national origin or national status.
- whatever their gender and gender identity.
- whatever their religious or non-religious affiliation or faith background.
- whatever their sexual identity.

3.2. Principle 2: We recognise and respect difference

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless 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 of girls and boys, and women and men, are recognised.
- religion, belief or faith background.
- sexual identity.

3.3. 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, and women and men, and an absence of sexual and homophobic harassment.

3.4. Principle 4: We observe good equalities practice in staff recruitment, retention and development

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled.
- whatever their ethnicity, culture, religious affiliation, national origin or national status.
- whatever their gender and sexual identity, and with full respect for legal rights relating to marriage, civil partnerships, pregnancy and maternity.

3.5. Principle 5: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people.
- people of different ethnic, cultural and religious backgrounds.
- girls and boys, women and men.

3.6. Principle 6: We consult and involve widely

We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

3.7. Principle 7: Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion.

3.8. Principle 8: We base our practices on sound evidence

We maintain and publish quantitative and qualitative information about our progress towards greater equality.

3.9. Principle 9: Objectives

We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (Principle 8) and the engagement in which we have been involved (Principle 6).

4. Implementation

4.1. We recognise that the actions resulting from a policy statement such as this are what make a difference.

4.2. Every four years, accordingly, we establish equality objectives and an action plan within the framework of the overall academy improvement plan and processes of self-evaluation, setting out the specific equality objectives we shall pursue. The objectives which we identify take into account national and local priorities and issues, as appropriate.

4.3. We keep our equality objectives under review and report annually on progress towards achieving them.

5. The curriculum

5.1. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the nine principles set out in paragraph 3 above.

6. Ethos and organisation

6.1. We ensure the principles listed in paragraph 3 above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being of teaching styles and strategies
- admissions and attendance
- staff recruitment, retention, performance management and professional development
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community

7. Roles and responsibilities

7.1. The Principal of each academy is responsible for ensuring that the academy complies with legislation, and that this policy and its related procedures and action plans are implemented.

7.2. The Principal, with the support of their senior leaders, is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

7.3. All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the principles in paragraph 3 above
- support pupils in their class for whom English is an additional language
- to keep up-to-date with equalities legislation relevant to their work.

7.4. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.

7.5. All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

8. Religious observance

8.1. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

9. Staff development and training

9.1. We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

10. Breaches of the policy

10.1. Breaches of this policy will be dealt with in the same ways that breaches of other Trust policies are dealt with, as determined by the Principal and governing body.

11. Monitoring and evaluation

11.1. We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

11.2. In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.