



St. Barnabas
MULTI ACADEMY TRUST
Creating Unique Possibilities

Equality and Diversity Policy

Approved by MAT Board

11th February 2019



Introduction

We value the individuality of all of our children and are committed to giving all our children every opportunity to achieve the highest standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This Equal Opportunities Policy extends to adults: staff, parents and carers.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that our schools provide equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Aims and objectives

- We aim to act positively and have due regard to the need to challenge and eliminate unlawful discrimination – within both our schools and our community.
- We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.
- We aim to promote the principle of fairness and justice for all through the education that we provide in our schools. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by our schools.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.
- We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- We aim to challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, celebrating the individuality and cultural diversity of our schools community, and showing respect for all minority groups.
- We are aware that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through positive



educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

Equality and the Law

The Equality Act 2010 has replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It also provides some changes that schools need to be aware of.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas. As far as schools are concerned, for the most part, the effect of the new law is the same as it has been in the past – meaning that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation.

The exceptions to the discrimination provisions for schools that existed under previous legislation such as the content of the curriculum, collective worship and schools of a religious character, are all replicated in the new act. However, there are some changes that will have an impact on schools. It is now unlawful for employers to ask health-related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work. This means that schools should no longer, as a matter of course, require job applicants to complete a generic health questionnaire as part of the application procedure.

Racial equality

In our schools we will:

- Strive to eliminate all forms of racism and racial discrimination.
- Promote equality of opportunity, regardless of race, ethnicity or religion.
- Promote good relations between people of different racial and ethnic group.
- Seek to educate pupils in a manner which promotes community cohesion in a multicultural society.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with MAT procedures.



We endeavour to make our schools and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the schools.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

Disability non-discrimination

Some children in our schools may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within our schools. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.

Our schools are committed to providing an environment that allows disabled children and adults full access to the schools premises and to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

St Barnabas has an Accessibility Policy which is reviewed regularly.

Gender equality

We recognise that nationally there is an unacceptable discrepancy in the achievement of boys and girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our schools and ensure there are measures to ensure equality of achievement of both boys and girls. If our analysis of pupils' attainment data indicates areas of gender inequality then we will take measures to address this discrepancy.

We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to the relative achievement of boys and girls. We also seek to ensure that policies designed to improve the attainment of one gender group does not do so at the expense of the other.



Roles and responsibilities

Our Governing Boards will:

- Ensure that all our schools comply with the relevant equality legislation and has an Equality and Diversity Policy and procedure in place.

Our Heads of School will:

- Ensure that the Equality and Diversity Policy and procedures are followed by all members of the school community.
- Ensure that their Governing Board receives information about how well this is working throughout the school.
- Ensure that all staff understand their responsibilities and receive training if necessary to carry out these responsibilities.
- Take appropriate action in cases of harassment and discrimination, including racist.

All our Staff will:

- Deal with racist bullying, homophobic bullying and bullying related to gender or disability or other hate incidents following the school policy and procedures.
- Ensure that they are confident to spot and tackle bias and stereotyping.
- Actively promote equal opportunities' and good race relations.
- Avoid discrimination against anyone in the school community.
- Ensure that they keep up to date with the law on discrimination.

Monitoring and review

- It is the responsibility of our Governing Boards to monitor the effectiveness of this policy. The governors will therefore:
 - Monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the schools.
 - Monitor the staff appointment process, so that no one applying for a post at this schools is discriminated against.
 - Require the head of school to report to governors annually on the effectiveness of this policy.
 - Take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity.



St. Barnabas
MULTI ACADEMY TRUST
Creating Unique Possibilities

- Monitor the MAT's Positive Behaviour Policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

Links to other policies

This policy links to the following MAT policies:

- Accessibility plan
- Anti-bullying Policy
- Behaviour Policy
- Safeguarding Policy
- Sex Education Policy.

Review

This policy is reviewed annually.