



Equality & Diversity Policy

For the Following Academies:

Holy Trinity C of E Primary School
Connaught Junior School
Crawley Ridge Infant School
Crawley Ridge Junior School
Windlesham Village Infant School

This Policy was approved and adopted by the Trust Board: Aut 2021
Next Review Date: Aut 2025

Introduction

The Alliance Multi Academy Trust (TAMAT) and Academies value the individuality of all our children. We are committed to giving all children the opportunity to achieve the highest standards by taking account of children's needs and experiences. We offer a wide curriculum and have high expectations for every child.

This Policy sets out our approach in line with the Equality Act (2010) and The Equality Act 2010 (Specific Duties) Regulations 2011. It aims to ensure we provide equal opportunity for all children and adults and integrates our statutory duties as laid out in the Equality Statement.

This Policy and our statutory duties cover pupils, staff, parents, and carers within our community and also those visiting our Academies or Trust.

Under statutory duties all TAMAT Academies have a duty to:

- Eliminate discrimination, harassment, victimisation, and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between persons who share a protected characteristic and those who do not share it.
- Foster good relations between those who have a protected characteristic by tackling prejudice and promoting understanding.

Aims and Objectives

In line with legislation The Alliance Multi Academy Trust (TAMAT) and Academies will ensure there is no direct or indirect discrimination against any child, parent, carer, staff member or member, trustee, governor, or member of our community on grounds of any protected characteristic as set out below:

- Disability
- Race & Nationality
- Religion or belief
- Gender
- Gender reassignment
- Pregnancy or maternity
- Sexual Orientation

- Age

We constantly strive to remove all barriers to learning by ensuring that all reasonable adjustments are made for those children who are vulnerable in any way and as far as reasonably possible will endeavour to eliminate discrimination on the grounds of the protected characteristics and provide access to the full range of educational opportunities provided by our Academies.

TAMAT aims to promote the principle of fairness and justice for all through the education that we provide in our Academies. We know that treating people equally is not simply a matter of treating them the same.

We are proactive in our efforts to identify and minimise existing barriers or inequalities.

We aim to ensure that all recruitment, employment, promotion, and training processes are fair to all and provide opportunities for everyone.

Race Equality

Under our general duty we will:

- Try to eliminate all forms of unlawful racism or racial discrimination
- Promote equality of opportunity regardless of race, ethnicity or religion
- Promote good relations between different racial and ethnic groups
- Seek to educate pupils in a manner which provides community cohesion in a multi-cultural society

TAMAT does not accept any form of racism, racist behaviour or discrimination. Should a racist incident occur, we will deal with it in accordance with our procedures, keeping appropriate records of all incidents, while passing on information to relevant parties (i.e Local Authority).

Our curriculum reflects the attitudes, values, and respect that we have for all ethnic groups, whilst upholding British Values.

Disability Non-Discrimination

Children who attend TAMAT Academies may have disabilities. We commit to providing equality of opportunity and meeting the needs of these children. All reasonable steps are taken to ensure these children are not disadvantaged compared to non-disabled children.

We encourage participation of all of our children, including those with a disability, in all aspects of academy and public life.

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

Our Academies are committed to, where possible providing an environment that allows children and adults with disability full access to Academy premises and to all areas of learning.

We strategically plan for this over time through our Accessibility Plans and ongoing action plan. Our plan identifies how we are:

- Increasing access to the curriculum
- Making improvements to the physical environment of our academies to increase access
- Making written information accessible to students in a range of different ways

Gender Equality

We are committed to eliminating unlawful discrimination and harassment so that all individuals, regardless of gender can make the best progress possible. The general duty to promote gender equality means that we must have due regard to eliminate unlawful discrimination and harassment and promote equality of opportunity between all genders.

TAMAT Academies will:

- Play a key role in shaping the values and attitudes of children and young people and take a lead in challenging gender-based harassment, bullying and violence and stereotyping in our academies curriculum and behaviours;
- Include the gender equality duty in the way we plan for academy improvement
- Provide an environment free of homophobia, biphobia, and transphobia
- Build on our positive work around the PSHCE curriculum
- Investigate and address complaints of any forms of bullying and/or harassment in line with our policy
- Provide appropriate support for the positive wellbeing of all staff, pupils, parents and the community
- Promote gender equality within our workforce, including the need to consider actions to address the causes of any gender pay gap
- Rigorously monitor all children's progress; comparisons are made between specific groups of children including gender
- Actively challenge stereotypes to parenting and seek to provide positive resources that raise awareness of differing family make up
- Develop positive relationships between groups of pupils
- We will ensure that we do not discriminate on the grounds of age, sexual orientation, religion, belief, pregnancy and maternity and we will take all reasonable actions to eliminate discrimination and harassment of these equality areas.

The duty also includes transgender and students questioning their original gender. Transgender people are explicitly covered by the gender equality duty. The term 'transgender' refers to a range of people who do not feel comfortable with their birth gender. We will respect the confidentiality

of those seeking gender reassignment and will provide a supportive environment within our community.

Roles and Responsibilities

Governors:

- Ensure the academy complies with current equality legislation by regular monitoring
- Ensure this policy and its procedures are followed
- Collect, analyse, and evaluate a range of academy data. Monitor pupil progress to ensure they are making the best possible progress and that no group is underachieving. Monitoring includes admissions; attainment; exclusions; rewards and sanctions; parents' and pupils' questionnaires may also be used
- Ensure that people from the protected groups, as defined by The Equality Act 2010, are not discriminated against when applying for jobs in TAMAT
- Take all reasonable steps to ensure that the academy environment properly accommodates people with disabilities
- Ensure that no child is discriminated against whilst in our Academies on account of their gender, religion, or race.

Headteacher:

- Ensure this policy is implemented effectively and is readily available to all involved in our Academies
- Ensure the policy procedures are followed fairly
- Produce regular information for staff and governors about the policy and how it is working, and provide training for them, if necessary
- Ensure all staff know their responsibilities and receive training and support in carrying these out
- Take appropriate action in cases of harassment and discrimination
- Ensure that all appointments panels give due regard to this policy, so that no one is discriminated against
- Promote the principle of equal opportunity when developing the curriculum for children

TAMAT Staff:

- Follow this Equality & Diversity Policy and associated policies
- Model good practice, ensuring that the language they use does not reinforce stereotypes or prejudice
- Address any discriminatory incidents and be able to recognise and tackle bias and stereotyping
- Promote equality and avoid discrimination against anyone
- Attend relevant training and keeping up to date with the law on discrimination opportunities

- Provide children with resources that give positive images, and which challenge stereotypical images of minority groups, or of boys and girls

Parents:

- Bring equality and diversity issues to the Academy attention
- This may include antibullying policy and specifically racist and homophobic bullying
- Report concerns regarding equality and diversity to the Academy

Monitoring and Review

It is the responsibility of the Head Teacher and Local Academy Board to monitor the effectiveness of this policy. To do this, they will:

- Monitor the progress all children, including those from minority groups, comparing it with the progress made by other children in the academy
- Monitor the staff appointment process to ensure equality of opportunities and eliminate discrimination
- Collect and analyse equality information for children in our academies
- Collect and analyse equality information for employment and governance at our academies
- Report annually on the effectiveness of this policy
- Take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity
- Monitor Behaviour Policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.