

## Document Control Sheet

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Document name	Equality Diversity and Inclusion Policy
Originator	Director of People and Culture
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Equality Act 2010 issues fully considered	The policy sets out how The Foundation meets legal compliance but also equality and diversity practice which the Foundation aspires to. The purpose of the policy is to advance equality of opportunities.

# 1 Introduction

- 1.1 The Sir John Brunner Foundation is an inclusive Multi-Academy Trust which focuses on the well-being, success and progress of every student and where all members of our Foundation's community are of equal worth.
- 1.2 The Foundation celebrates and values diversity and is committed to advancing equality of opportunity, regardless of age, disability, gender or gender identity, race, religion or belief, sexual orientation, marital status or social background and family responsibilities. We do this by being inclusive in our leadership, our behaviours and through our values of "excellence", "belonging" and "partnership"
- 1.3 The Equality Act 2010 provides a framework to support the Foundation's commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and/or underachievement of different groups. Guidance is also taken from the Department for Education.

# 2 Definitions

## 2.1 Equality:

means equal opportunities and fairness for all employees and prospective employees, students and prospective students and service users. The Foundation will ensure that no one is treated less favourably as a result of a protected characteristic. Furthermore, the Foundation will ensure that those who may be disadvantaged are provided with the appropriate adaptations in order to access the same opportunities as their peers.

## 2.2 Diversity:

refers to recognising, respecting and valuing the differences of people in the Foundation. These differences may relate to their backgrounds, beliefs or physical attributes. The Foundation is committed to welcoming greater diversity and knows this enhances the Foundation's culture and environment.

## 2.3 Inclusion:

refers to ensuring everyone feels welcomed and valued.

## 2.4 Protected Characteristics:

The Equality Act 2010 sets out 9 characteristics that are protected by law. Discrimination on the grounds of any of these characteristics is illegal.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief

- Sex
- Sexual orientation

Discrimination can take many forms including direct discrimination, indirect discrimination, bullying, harassment and victimisation.

### 3 Core Values

- 3.1 Our three core values are derived from our Cultural Principles and rooted in them.
- 3.2 Students and professionals are encouraged and supported to 'live' these values throughout our Foundation.
- 3.3 These values are front and center when making decisions throughout our Foundation.
- 3.4 By embracing these values, we achieve our vision.
- 3.5 Our equality objectives are derived from these values.

<b>Excellence</b>	<ul style="list-style-type: none"> <li>○ Student <b>care, experience</b> and <b>progress</b></li> <li>○ Impactful <b>innovation</b>, including <b>leadership</b> development and progression</li> <li>○ Following proven and established <b>habits</b> and <b>routines</b>, rooted in high <b>expectations</b> and <b>aspiration</b></li> </ul>
<b>Belonging</b>	<ul style="list-style-type: none"> <li>○ <b>Happy, safe</b> and <b>successful</b> students and professionals at the heart of what we do</li> <li>○ Students and professionals <b>cared for, known</b> and <b>valued</b></li> <li>○ Academies maintaining a strong sense of <b>inclusivity, identity, place</b> and <b>purpose</b></li> </ul>
<b>Partnership</b>	<ul style="list-style-type: none"> <li>○ Professionals <b>contributing</b> to our vision, through innovation and impactful <b>collaboration</b></li> <li>○ Students and Professionals contributing to their <b>community</b> and to the <b>world around them</b></li> <li>○ Professionals embracing <b>learning from</b> and <b>support of each other</b></li> </ul>

## **4 Commitment**

- 4.1 The Foundation has an ethos conducive to the aims of the Equality Act 2010 and has in place policies, procedures and practices to support the prevention of discrimination and promotion of diversity within the Foundation's community. The Foundation's commitment is therefore to be a champion of equality and diversity and an example of best practice as an educational organisation and an employer.

## **5 Eliminating discrimination, harassment and victimisation**

- 5.1 The Foundation is aware of the Reasonable Adjustment duty for students and colleagues with a disability - designed to enhance access and participation and to prevent people with a disability being placed at a disadvantage.
- 5.2 The Foundation takes account of equality issues in relation to recruitment, selection, pre-course and in-course advice and guidance; the way education is delivered and the way access to facilities and services is provided to students.
- 5.3 All appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or professional development opportunities.
- 5.4 The Foundation promotes equality and diversity through the curriculum and by creating an environment which champions respect for all.
- 5.5 All recruitment and selection arrangements are fair and transparent, and the Foundation will not discriminate against students or colleagues by treating them less favourably on the grounds of their age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

## **6 Addressing prejudice and prejudice based bullying**

- 6.1 The Foundation challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality.
- 6.2 The Foundation maintains a log of complaints and monitors action taken with regular reporting to the Executive Leadership Team, Governors and Trustees.

## **7 Advancing equality of opportunity between different groups**

- 7.1 The Foundation endeavours to understand the needs of its students and staff well by regularly collecting and analysing data to monitor progress and outcomes of students to inform planning and to identify targets to achieve improvements.

- 7.2 The Foundation has appropriate procedures and works in partnership with parents and carers, to identify students who have a disability through its admissions and enrolment processes.
- 7.3 Teachers use a range of teaching strategies that ensures the Foundation meets the needs of all students.
- 7.4 Academic and Business Support departments provide support to students “at risk” of underachieving through timely intervention.
- 7.5 The Foundation is alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability, sexuality and socio-economic circumstances.
- 7.6 The Foundation ensures equality of access for all students to their chosen curriculum, removing barriers to participation where reasonable.

## 8 Fostering good relations

- 8.1 The Foundation prepares students for life in a diverse society and ensures that there are activities across the curriculum which promote the spiritual, moral, social and cultural development of individuals.
- 8.2 The Foundation teaches students about difference and diversity and the impact of stereotyping, prejudice and discrimination.
- 8.3 The Foundation promotes an ethos and values that challenge prejudice-based discriminatory language, attitudes and behaviour.
- 8.4 We provide opportunities for students to listen to a range of opinions and empathise with different experiences.

## 9 Roles and Responsibilities

- 9.1 The Foundation expects all members of its community to support its commitment to promoting equalities and meeting the requirements of the Equality Act 2010. The Foundation will provide training, guidance and information to enable them to do this.
- 9.2 **The Board of Trustees** – The Trustee Board has overall responsibility for ensuring The Foundation is compliant with equality-related legislation.
- 9.3 **Governing Bodies & Headteacher** - are responsible for ensuring that their academies comply with equality-related legislation, and that this policy and its related procedures and action plans are implemented. One Governor from each academy is given a watching brief over equality matters and should formally report to the Governing Body at least once per academic year. The Headteacher should ensure the equality objectives are monitored and progress published at least once per year.
- 9.4 **Chief Executive Officer and the Foundation Leadership Team** - the Chief Executive Officer and Leadership Team are responsible for ensuring decision

making at the Foundation is in line with the principles set out within this policy and will ensure Academies operate in line with this policy, monitoring key performance data in relation to student outcomes.

9.5 The Foundation's Director of People and Culture , has day-to-day responsibility for co-coordinating implementation of the policy and for monitoring outcomes in relation to HR data and will maintain knowledge of the Equality Act 2010 and provide up to date information for colleagues and the Foundation Leadership Team.

9.6 All other Colleagues will be expected to:

- Promote an inclusive and collaborative ethos in their classroom and work areas;
- Challenge prejudice and discrimination;
- Deal fairly and professionally with any prejudice-related incidents that may occur;
- Plan and deliver curricula and lessons that reflect the Foundation's principles, for example, in providing materials that give positive images in terms of protected characteristics;
- Maintain the highest expectations of success for all students;
- Support different groups of students in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult;
- Be familiar with equalities legislation relevant to their work.

## 10 Equal Opportunities for colleagues

10.1 The Foundation is committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

10.2 All appointments and promotions are made on the basis of merit and ability and in compliance with the law.

10.3 The Foundation is also concerned to ensure wherever possible that the staffing profile reflects the diversity of the local and wider community.

10.4 As an employer the Foundation strives to ensure that it eliminates discrimination and harassment in our employment practice and equality is actively promoted across all groups within the workforce.

10.5 The Foundation will ensure that all teachers and business support staff, receive equal access to appropriate training and opportunities for professional development, both as individuals and as groups or teams.

## **11 Positive Action**

- 11.1 Positive Action is lawful under the Equality Act 2010 and refers to the steps that an employer can take to encourage applications from people who share a protected characteristic who are under-represented in a particular area of the workforce. The Equality Act 2010 allows the Foundation to use Positive Action in recruitment and promotion.
- 11.2 Where under-representation of any groups is identified the Foundation may choose to undertake positive action initiatives which will be developed by the Director of People and Culture in accordance with relevant legislation.

## **12 British Values and the Prevent Duty**

- 12.1 The Foundation has adopted the Prevent Duty in accordance with legislative requirements and will endeavour to incorporate the relevant duties so as not to stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.
- 12.2 The Cultural Principles of the Foundation are in line with the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. They are underpinned by a culture and values which are inclusive and welcoming to all our communities.

## **13 Publication**

- 13.1 The Equality & Diversity policy will be published on the Foundation's website. Equality Objectives will be published by each Academy in line with the public sector equality duty.

## **14 Complaints**

- 14.1 The Foundation is committed to providing an environment free from discrimination, bullying, harassment or victimization.
- 14.2 The Foundation has procedures in place for dealing with colleagues' or students' concerns or complaints, including allegations of harassment or discrimination.

## **15 Equality Objectives**

- 15.1 The Equality Objectives outline how the Foundation will ensure Academies respond to their public equality duties. The key objectives have been identified in order to support the integration of equality of opportunity into all areas of the Foundation and are directly linked to the Foundation's overarching strategic plan.

## **16 Monitoring, Reporting, Reviewing and Updating**

- 16.1 Equality data will be regularly monitored by each Academy's governing body. Relevant equality data is published according to DfE requirements.
- 16.2 The Foundation will publish information annually to demonstrate compliance with the general equality duty. and Gender Pay Gap report.