

## SINGLE EQUALITY POLICY

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1.0	April 2015	Policy updated by David Cotter
2.0	April 2016	Updated for TB Approval
3.0	May 2017	Updated to TB Approval
4.0	Nov 2020	Reviewed by CEO and updated for Trust Board Approval

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<b>Signature of CEO:</b> 	<b>Signature of Chair of Trustees:</b> 

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## 1. Introduction

1.1 At The Dean Trust we welcome our duties under the Equality Act 2010. The general duties are to:

- 1.1.1 Eliminate discrimination
- 1.1.2 Advance equality of opportunity
- 1.1.3 Foster good relations

1.2 We understand the principal of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. In May 2014 the DFE published a non-statutory advice for school leaders to assist in the understanding of how the Equality Act 2010 effects them and how to fulfil their duties.

1.3 A protected characteristic under the Act covers the groups listed below:

- 1.3.1 Age
- 1.3.2 Disability
- 1.3.3 Race, colour, nationality, ethnicity
- 1.3.4 Sex
- 1.3.5 Gender reassignment
- 1.3.6 Maternity and pregnancy
- 1.3.7 Religion and belief
- 1.3.8 Sexual orientation
- 1.3.9 Marriage and Civil Partnership

1.4 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- 1.4.1 Publish equality Information — to demonstrate compliance with the general duty across its functions **(We will not publish any information that can specifically identify any child).**
- 1.4.2 Prepare and publish equality objectives at individual school level

1.5 To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions at each school within the Trust. This will include the following functions:

- 1.5.1 Admissions
- 1.5.2 Attendance
- 1.5.3 Attainment
- 1.5.4 Exclusions
- 1.5.5 Prejudice related incidents

1.6 Our objectives will detail how we will ensure equality is applied to the services listed above. However, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

1.7 We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

1.8 We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

1.9 In fulfilling our legal obligations, we will:

- 1.9.1 Recognise and respect diversity
- 1.9.2 Foster positive attitudes and relationships, and a shared sense of belonging

- 1.9.3 Observe good equalities practice, including staff recruitment, retention and development
- 1.9.4 Aim to reduce and remove existing inequalities and barriers
- 1.9.5 Consult and involve widely
- 1.9.6 Strive to ensure that society will benefit

## 2. Our Ethos/Mission Addressing Prejudice Related Incidents

The Dean Trust is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material.

## 3. Responsibility

We believe that promoting Equality is a whole school responsibility:

School Community	Responsibility
3.1 Local Governing Body	<ul style="list-style-type: none"> <li>• Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.</li> <li>• Monitoring progress towards achieving equality objectives.</li> <li>• Publishing data and publishing equality objectives.</li> </ul>
3.2 Chief Executive/Head Teacher	<p>As above including:</p> <ul style="list-style-type: none"> <li>• Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</li> <li>• Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness.</li> <li>• Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> <li>• Ensure each School within the Trust has its own Schools Equality Plan which reflects the equality strategy and accessibility plan for that school.</li> </ul>
3.3 Senior Leadership Team	<ul style="list-style-type: none"> <li>• To support the Chief Executive/Head Teacher as above.</li> <li>• Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> </ul>
3.4 Teaching Staff	<ul style="list-style-type: none"> <li>• Help in delivering the right outcomes for pupils.</li> <li>• Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</li> <li>• Design and deliver an inclusive curriculum.</li> <li>• Ensure that you are aware of your responsibility to record and report prejudice related incidents.</li> </ul>
3.5 Support Staff	<ul style="list-style-type: none"> <li>• Support the school and the Governing Body in delivering a fair and equitable service to all stakeholders, teachers and staff.</li> <li>• Uphold the commitment made by the Chief Executive/Head Teacher on how pupils and parents/carers can be expected to be treated.</li> <li>• Support colleagues within the school community.</li> <li>• Ensure that you are aware of your responsibility to record and report prejudice related incidents.</li> </ul>
3.6 Parents	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the Head Teacher and Governing Body of actions that can be taken to eradicate these.</li> <li>• Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>
3.7 Pupils	<ul style="list-style-type: none"> <li>• Pupils understanding what equality is, how to identify inequality and how to deal with it.</li> <li>• Pupils understand and comply with British values and school code of conduct</li> <li>• Pupils gain confidence to speak out for equality and respect each other's differences.</li> </ul>

School Community	Responsibility
3.8 Local Community Members	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the Governing Body of actions that can be taken to eradicate these.</li> <li>• Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>

#### 4. Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Chief Executive/Head Teacher and Governing Body

#### 5. Monitor and Review

We will review our objectives in relation to any changes in our school profile. We will update the published information at least annually and at least once every four years review our objectives and publish them.