



**MOWBRAY**  
Education Trust

# Equality & Diversity Policy

October 2019

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This policy covers all our educational establishments:

- Ab Kettleby Primary School
- Brownlow Primary School
- The Grove Primary School
- John Ferneley College
- Oasis Family Centre
- Sherard Primary School
- Sommerby Primary School

Where this policy states 'school' this means any of our educational establishments and the wider Trust. Where this policy states 'Headteacher' this also includes 'Head of School' and 'Centre Manager'. Mowbray Education Trust (MET).

# 1 Introduction

The Trust is committed to providing high quality teaching and learning for our students. We recognise that by valuing and promoting equality and diversity for all and avoiding unlawful discrimination in education, employment and delivery of services, we will be able to deliver the best education for our students.

We aim to create an environment that is free from discrimination or harassment and is one in which individuals are valued and respected. We highly value diversity and the variety of skills, knowledge and experience that diversity brings to our Trust; we are committed to drawing on different perspectives and experiences of individuals which will add value to what we do.

We will ensure that all people, are treated with equal value. Treating people equally does not necessarily involve treating them the same, but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of people.

We will take positive action to address any under representation in the student or staff profile, and to tackle any gaps in the success, retention or achievement rates for any equality group. We will also work to eliminate any barriers that might inhibit the success or progression of any groups of students or staff.

The principles of non-discrimination also apply to how we expect our stakeholders to treat each other, this includes employees, students, parents and carers, governors and trustees, visitors, customers, suppliers and former employees regardless of whether the legal protection of having a protected characteristic applies.

The Equality Act 2010 describes the protected characteristics; it is unlawful to discriminate against or treat someone less favourably on the basis of the protected characteristics. They are:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Under the general public sector equality duty which comes from the Equality Act 2010, our Trust must have due regard to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

## 2 Scope

This policy covers all employees in the Trust, including consultants, contractors, trainees, casual workers and agency staff. It also applies to students, parents and carers, governors, trustees, volunteers and visitors.

The purpose of this policy is to set out how we will put our commitment into action and comply with the law, to ensure that equality and diversity is promoted in our Trust. We oppose all forms of unlawful and unfair discrimination and will tackle any discriminatory attitudes and behaviour.

This policy and the principles within it apply to all activities across the Trust. These include but are not limited to admissions, exclusions, design of curriculum and schemes of work, teaching and learning, assessments and examinations, use of resources, all employment policies and practices and governance.

## 3 Roles and responsibilities

Our Board has overall responsibility for the effective operation of this policy and for ensuring compliance with equality legislation. Day-to-day operational responsibility has been delegated to the Managers.

All senior leaders, employees, governors and trustees must set an appropriate standard of behaviour, lead by example and ensure that they and those in their setting adhere to the policy and promote our aims and objectives with regard to equality and diversity.

All students, parents and carers, volunteers, and visitors have a duty to act in accordance with this policy and not to discriminate against or harass others, treating them people with dignity at all times. They should also support the Trust in meeting its commitment to provide equal opportunities for all and promoting diversity in the workplaces and the community.

## 4 Our objectives

To build an inclusive and supportive environment where we can be valued for our personal qualities and contributions we will all:

- Promote positive relationships between those who share a protected characteristic and those that do not
- Value and celebrate the differences between us and promote equality
- Ensure that our curriculum, schemes of work and policies are accessible to all students and that they support diversity, equality and inclusion
- Talk to people who are affected by what we do e.g. students, employees, parents and carers and others in the community, about equality and diversity, and use this information to inform our decision making
- Remove obstacles and barriers that those who share a protected characteristic may be affected by. In doing so will examine both the impact on individuals and on groups
- Have a zero tolerance approach to bullying and discrimination and will tackle this wherever it is identified

- Challenge stereotypical views and personal prejudices
- Think about the language that we use, including informal communications
- Encourage participation in our activities by taking positive action to help overcome disadvantage for those who share a protected characteristic

Our whole Trust objectives are to:

- Publish and share our policy with all stakeholders to show compliance with the Equality Duty.
- Analyse appropriate data to ensure compliance with legislation.
- Train our students, employees, governors and trustees in equality and diversity.
- Raise achievement levels for our students who are eligible for pupil premium funding
- Raise achievement levels for our students with special educational needs
- Reduce the levels of homophobic, sexist and racist language used by students
- Publish information about how we are progressing towards our objectives

## 5 British Values

The Trust will aim to promote the spiritual, moral, cultural, mental and physical development of all students to prepare them for the opportunities, responsibilities and experiences of life in a world where we value individual liberty, democracy, the law, mutual respect and tolerance. Our students will meet, live and work with people of different cultures, religions, languages, and ethnic origins. We are committed to providing equal opportunities for all and recognise that preparation for life in a diverse society is relevant to everyone.

In addition, these British Values are also promoted at various times in and across the curriculum throughout the year. The curriculum offer at the Trust is broad and balanced, complies with current legislation, and provides a wide range of subjects to prepare students for the opportunities, responsibilities and experiences in Modern Britain. It actively promotes fundamental British Values, and extends beyond the classroom via a wide range of visits and experiences, engaging them in extracurricular activity and volunteering in the local community, and promoting tolerance of and respect for people of all faiths, cultures, and lifestyles through effective spiritual, moral, social, and cultural development. It is supported by a well-rounded programme of assemblies and tutorials which offer clear guidance about the aforementioned values.

## 6 Types of discrimination

Discrimination may be direct or indirect and it may occur intentionally or unintentionally. Discrimination is defined as:-

**Direct discrimination** occurs where someone is treated less favourably because of one or more of the protected characteristics (as set out above).

**Indirect discrimination** occurs where we apply the same rules or practices to everyone, but that this has the effect that someone with a protected characteristic is disadvantaged or puts them at a particular

disadvantage. This means that treating everyone in the same way will not necessarily mean that we are achieving equality.

**Harassment** is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

**Victimisation** is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

**Associative discrimination** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

**Perceptive discrimination** is where an individual is directly discriminated against or harassed based on a perception that a person has a particular protected characteristic, irrespective of whether they do have that protected characteristic.

**Third-party harassment** occurs where an employee is harassed and the harassment is related to a protected characteristic, by third parties such as parents and carers, clients or customers.

## 7 Religious Observance

We respect the religious beliefs and practice of all employees, students, and parents/carers, and comply with reasonable requests relating to religious observance and practice.

## 8 Breaches of this policy

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the Grievance Procedure. People who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under the relevant procedure.

Any person who is found to have committed an act of discrimination or harassment will be subject to relevant action. Such behaviour will not be tolerated and we will take a strict approach to serious breaches of this policy.

## 9 Review

This policy is reviewed every 4 years by the Trust. We will monitor the application and outcomes of this policy to ensure it is working effectively.

## Log of Changes to Document

| Version | Date     | Page           | Change   | Who:             |
|---------|----------|----------------|--|------------------|
| V1.0    | Oct 2019 | Whole document | Original document for Trust Board approval   | Group HR Manager |
| V1.0    | 31.10.19 | Whole document | Approved   | MET Trust Board  |
| V1.0    | 02/02/20 |                | <p>Following feedback from Unions and agreed with the Group Operations Manager.</p> <p>Moved Section 5 Protected Characteristics to Introduction.</p> <p>Added line under section 2 – Scope.</p> <p>Section 8 – Breaches of Policy – tightened this up to add Grievance Procedure.</p> <p>Re-numbered sections to incorporate changes.</p> | Group HR Manager |