



Equality and Diversity Statement

Adopted by Board: 25 June 2019
Review Period: 3yr
Review Date: June 2022
Person responsible for policy: Trust Clerk

EQUALITY & DIVERSITY STATEMENT

Introduction

BePART Educational Trust is committed to establishing an environment which promotes equality of opportunity for all students and ensuring an appropriate and exciting learning experience is provided for all students to enable them to succeed, regardless of race, origin, culture, gender, religion, sexual orientation or disability. The Trust will ensure young people are prepared for life in our culturally, ethnically and diverse society.

The Trust is also committed to fair and equal treatment of all individuals, regardless of disablement, and welcomes applications from people with disabilities seeking to join our organisation as students and staff.

Under the Equality Act 2010, the Trust will strive to:

- eliminate discrimination
- advance equality of opportunity
- promote good relations

Protected Characteristics

This Equality & Diversity statement encompasses the following protected characteristics:

- Age (for employees)
- Disability
- Gender reassignment
- Marriage and Civil Partnership (for employees)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Values

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- actively challenge stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential

Objectives

- develop an ethos which respects and values all people
- actively advance equality of opportunity
- prepare students for living in a diverse society
- promote good relations amongst people within our organisation and the wider communities within which we work
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour
- deliver equality and diversity through our organisation's policies and procedures
- ensure action is taken to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations
- monitor the implementation of equality and diversity within our organisation
- evaluate the impact of equality and diversity action in achieving our goals

Responsibilities and accountabilities

The Trust is responsible for:

- making sure our organisation follows all of its equality and diversity policies and meets its legal responsibilities with respect to equality

The Headteacher/Principal is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside our organisation
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that our organisation implements its equality and diversity policies

Senior members of staff are responsible for:

- implementing our organisation's equality and diversity policies and codes into practice
- ensuring sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation

All staff (teaching and non-teaching) are responsible for:

- promoting equality and diversity and avoiding unfair discrimination
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors
- keeping up-to-date with equality law and participating in equal opportunities and diversity training

Students are responsible for:

- respecting others in their language and actions
- obeying all of our organisation's equality and diversity policies and codes

Challenging Radicalisation and Extremism

The Trust is committed to providing a safe and secure environment for all its staff and students. An environment where there is mutual respect, tolerance and understanding of those with different faiths and beliefs. The Trust recognises that in order to achieve this aim everyone must take responsibility. All members of staff, regardless of their role, are expected to uphold and promote the fundamental principles of:

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual Respect
- Tolerance of those with different Faiths and Beliefs

The Trust will not tolerate extremist activity of any sort which creates an environment for the radicalisation of individuals regardless of which extremist ideology it is based upon. The Trust aims to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with support.

Monitor and Review

BePART Educational Trust will review this Equality and Diversity Statement every three years to ensure it remains compliant with Equality legislation.