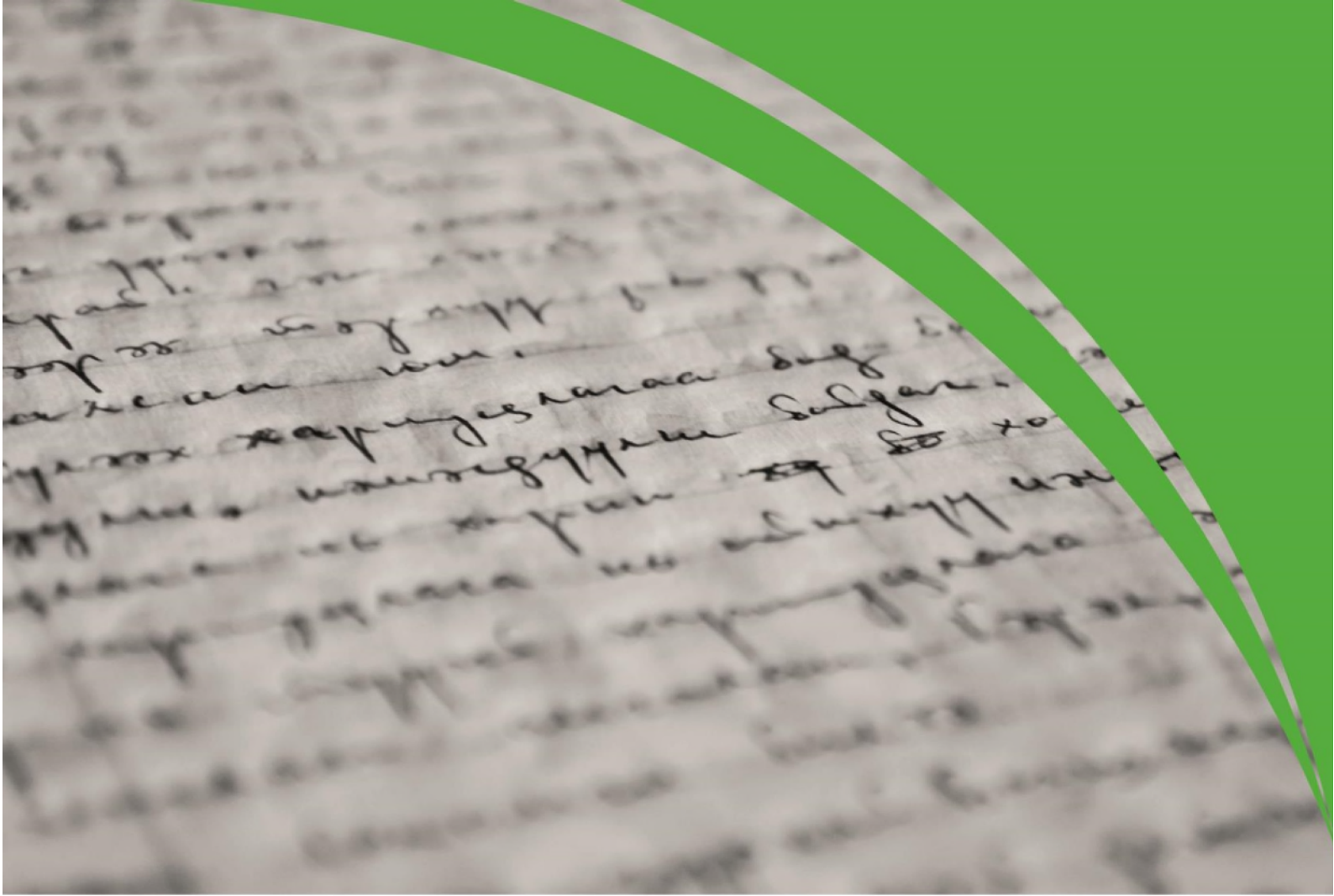




Equality, Diversity and Inclusion Policy

Key Document Details

School Name: TWHF – All Schools

Version no: 2

Author: Director of People

Owner: Director of People

Approved by: CEO

Tus consulted – JNCN Dec 2021

Ratified date: July 2026

Interim review date: N/A

Next review date: July 2029

1. Purpose of Policy and Guiding Principals

The purpose of this policy is to define the Trust's commitment to equality, diversity and inclusion and represents our commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the statement.

According to ACAS:

"Equality in the workplace means equal job opportunities and fairness for employees and job applicants".

"Diversity is the range of people in your workforce. For example, this might mean people with different ages, religions, ethnicities, people with disabilities, and both men and women. It also means valuing those differences".

"An inclusive workplace means everyone feels valued at work".

The Trust and its member academies/schools are committed to equality in both employment and education provision. We aim to ensure that, in their interactions with the Trust and its employees, students, parents, governors, trustees, employees, contractors, partners, clients and those who may potentially join the Trust community, are treated fairly, and with dignity and respect. The Trust is committed to creating an environment within the workplace and education provision, where individual differences and contributions are recognised and valued.

This policy encompasses the following protected characteristics, as per the Equality Act 2010:

- Age;
- Disability;
- Race including: colour, nationality, ethnic or national origin;
- Sex;
- Gender reassignment;
- Pregnancy and maternity;
- Religion or belief;
- Sexual orientation; and
- Marriage and civil partnership

The Trust recognises that it is also unlawful to discriminate by association or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parents or other family members.

This statement recognises the four types of unlawful behaviour.

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Every possible step will be taken into account in the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

2. Links With Other Policies or Legislation

This statement applies to every policy, procedure and guidance document that is produced in relation to students, employees, parents and Governors.

This statement is underpinned by the Equality Act 2010

Other policies which link to this statement include:

- SEN Policy
- Admissions Policy
- All Employment Policies
- Modern Slavery and Human Trafficking
- Transgender Policy

The Trust will aim to keep up to date with the latest EHRC and other guidance.

3. Equality, Diversity, and Inclusion Statement

The Trust will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation and decision making.

The Trust is committed to equality in its delivery of education, whether or not the service is directly provided by us or contracted out to a third-party provider.

The Trust aims to provide high quality education services, making sure services are easily accessible. We will improve what we do by continuing to consult with employees, students, parents, governors and trade unions, their communities and partners about equalities issues. We will promote our equal opportunities policy in our contact with parents, employees, governors and external organisations.

We will make every effort in creating equality of opportunity in order to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, nationality, ethnicity, gender, sexuality, disability, age culture, religion or beliefs, or caring responsibilities.

Where necessary we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment.

Our employees and governors who agree and deliver our education provision will recognise diversity and demonstrate a proactive approach in their day-to-day work. They will ensure that everyone is treated fairly, recognising special needs and understanding differences.

Behaviour will reach our high standards of conduct (employees and students) and the learning environment we provide will be safe and accessible for those studying and working.

The Trust will adhere to statutory Government legislation and give consideration to other relevant guidance, which aim to make sure that everyone is treated with equity.

The Trust will not tolerate any form of discriminatory behaviour against members of Trust or school community.

The Trust commits to providing training for all employees on their rights and responsibilities under this Equality, Diversity and Inclusion Policy, and under the Equality Act 2010.

4. Employment

The Trust aims for its workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

The Trust is committed to ensuring that all employees (whether temporary, part-time or full-time), have equal access to jobs, training, and professional development opportunities.

All employment policies refer to the provisions of the Equality Act 2010.

The Trust recognises that the Equality Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that may be covered by the Act. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Equality Act which the school would need to consider.

All recruitment will be within the provisions of the Equality Act, and applications will be monitored to report on recruitment activity, in line with this Act.

Age is a protected characteristic in relation to employment but does not apply to students in the academies/schools.

Employees who are in breach of this statement will be investigated and dealt with under the Trust's disciplinary policy.

5. Student Provisions

The Trust and its member academies/schools will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Equality Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.

All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment and Child Protection and safeguarding policies should consider the provisions and duties of the Equality Act.

6. Contractors and Service Providers

The Trust will ensure that all service providers that are contracted to provide services to students, employees or visitors will comply with Equalities legislation.

Where services are deemed not to meet Trust or school standards, in relation to equal opportunities and fairness, contracts may be terminated.

7. Roles and responsibilities

The Trust Board are responsible for:

- Making sure the Academies/Schools follow all of its equality, diversity and inclusion statement and meets its legal responsibilities with respect to equality.

The Headteacher is responsible for:

- Giving a consistent and high-profile lead on equality, diversity and inclusion.
- Putting the Trust's equality, diversity and inclusion statement into practice.
- Ensuring that all employees 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 employees are responsible for:

- Promoting equality, diversity and inclusion, and avoiding unfair discrimination.
- Actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other employees or visitors.

- Keeping up to date with equality law and participating in equal opportunities and diversity training offered through the Trust's mandatory training program.
- Complaints from parents, students and the community will be dealt with in line with the Trust's complaints procedure, and as such appropriate employees will deal with the relevant stage of the complaint.

Teachers are responsible for ensuring that students know they must:

- Respect others in their language and actions.
- Obey all of the Trust equality, diversity and inclusion statement.

8. Complaints

The Trust will treat seriously all complaints of bullying, harassment, victimisation and unlawful (or potentially unlawful) discrimination.

Any complaints will be investigated in accordance with the Trust grievance or complaints policy, whichever is appropriate.

9. Monitoring and Evaluation

Any reviews of this policy will be consulted on, and brought to the CEO.