



EQUALITY AND DIVERSITY POLICY

Policy:	Equality and Diversity Policy
Reviewers:	Exec Team
Approved by:	Local Governing Body
Date:	5 th February 2024
Review cycle:	2 Years

VERSION CONTROL		
DATE	AUTHOR	CHANGES
May 2021	Geoff Mills	1.1 duplicate wording of aims removed. 5.1 (v) unconscious bias included. 8 reference to Deep Leaders replaced with Student Support Team.
Jan 2024	Lisa McVeigh	1.1 Reviewed the legal content. 4.1 Addition of 'decency, common sense and good citizenship towards others' as underpinning values for this policy. 7 (iii) Replaced 'senior' with 'executive' team 7 (iv) Removed the phrase 'teaching and non-teaching' to describe all staff. 8 Replaced 'Student Support' with 'Executive' team

Our vision is to create a distinctively Christian and values driven environment that provides the best start to the 70 or more great years our students should enjoy when they leave our school. Our students should have the opportunity to live life in all its fullness and be good citizens wherever they may be.

1 Introduction

1.1 The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

This Equality and Diversity Policy represents a commitment to a common set of values and objectives and to a consistent approach to enable all our students to live life in all its fullness. We are therefore committed to communicating, implementing and monitoring the policy. In addition, our co-sponsorship as a Church of England Academy means that our Christian values are also key drivers in ensuring equality for all. In respect of this policy the key values are; vocation, respect and service. These are referenced in the following Christian teaching;

Vocation – ‘lead a life worthy of the calling you have received’.

Respect – ‘do to others as you would have them do to you’.

Service – ‘whoever wants to be first must be a servant of all’.

2 Aims

2.1 The Samworth Church Academy is committed to advancing and achieving equality of opportunity for all students, parents/carers/associated persons, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

3 Scope

3.1 This policy encompasses the following protected characteristics:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation;
- marriage and civil partnership.

4 Values, Principles and Standards

4.1 Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- decency, common sense and good citizenship towards others;
- equality and social justice;
- acknowledging and valuing diversity;
- respect for others;
- compliance with equality legislation;
- elimination of all forms of prejudice and unfair discrimination;
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour;
- commitment to inclusive education which enables and supports all students to develop their full potential and understand their vocation;
- commitment to the positive development of all staff and governors;
- understanding of the importance of service to one another in order to help everyone achieve their God given potential;
- accountability for compliance with this policy by all members of this Academy and others engaged in Academy activities.

5 Objectives

5.1 The objectives of this Equality and Diversity Policy are to:

- (i) develop an ethos which respects and values all people;
- (ii) actively advance equality of opportunity;
- (iii) prepare students for life in a diverse society and to understand what it means to live well together;
- (iv) promote good relations amongst people within the Academy's community and the wider communities within which we work;
- (v) eliminate all forms of unfair indirect and direct discrimination, unconscious bias, bullying, harassment and other oppressive behaviour;
- (vi) deliver equality and diversity through our Academy's policies, procedures and practice;
- (vii) make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to Academy provision and activities;
- (viii) take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations;
- (ix) monitor the implementation of equality and diversity within the Academy;
- (x) set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

6 Communication of Equality and Diversity Policy

6.1 We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff, governors, partners, stakeholders, contractors and visitors to the Academy.

7 Responsibilities and Accountabilities

- (i) The Governing body is responsible for:
- making sure the Academy follows its Equality and Diversity Policy and codes of practice and meets its legal responsibilities with respect to equality.
- (ii) The Principal is responsible for:
- giving a consistent and high-profile lead on equality and diversity;
 - advancing equality and diversity inside and outside the Academy;
 - ensuring policies and procedures are in place to comply with all equality legislation;
 - ensuring the Academy implements its Equality and Diversity Policy and codes of practice.
- (iii) Academy Leaders (for example, the executive team, subject and pastoral leaders) are responsible for:
- putting the Academy Equality and Diversity Policy and codes into practice;
 - making 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.
- (iv) All staff 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.
- (v) Students are responsible for:
- respecting others in their language and actions;
 - obeying the Academy's Equality and Diversity policy and codes of practice.

8 Monitoring and Review

This policy will be monitored by the Executive Team via monthly reports regarding infringements of this policy.