



EQUALITY & DIVERSITY POLICY

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OUTWOOD GRANGE ACADEMIES TRUST

EQUALITY AND DIVERSITY POLICY

Introduction

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

All Academies are 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.

Scope

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

Values, principles and standards

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:

- 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
- commitment to the positive development of all staff and governors
- commitment to fair and open recruitment processes

- accountability for compliance with this policy by all members of the school, Academy communities and others engaged in Academy activities.

Objectives

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
- (iv) promote good relations amongst people within the Academies community and the wider communities within which we work
- (v) eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour
- (vi) deliver equality and diversity through our Academies 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 Academies
- (x) ensure that recruitment and selection procedures and practices within the Trust are open and transparent and ensure that fair and equal selection criteria is applied.

Communication of Equality and Diversity Policy

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 Academies.

Responsibilities and accountabilities

The trust Board are responsible for:

- making sure the Academies follow all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

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 that the Academies implement its equality and diversity policies and codes of practice

Academy leaders (for example senior, subject and pastoral leaders) are responsible for:

- putting the Academy equality and diversity policies 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

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 the Academy equality and diversity policies and codes

Monitoring and review

This Equality and Diversity Policy has been approved and adopted by the Outwood Grange Academies trust. A task group will review the policy every three years, or as required to ensure it remains compliant with Equality legislation.

Monitoring the implementation of this policy is the responsibility of each Local Academy Council.

February 2014