



Equality Policy

2024-25

A handwritten signature in black ink, appearing to be "A. J. Smith", is written over a horizontal line.

CEO SIGNATURE

n/a – non-statutory policy

CHAIR OF TRUST BOARD SIGNATURE

13/09/2024

DATE

Annual

NEXT REVIEW DATE



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1. OVERVIEW

1. 1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.
1. 2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: **age, disability, gender and gender-identity, race, religion or belief, pregnancy and maternity, and sexual orientation**. At St Bartholomew's CE Multi Academy Trust ("the Trust") we will ensure that at every level, in all our work and throughout all aspects of the Trust community and its life, everyone will be treated equally. This Single Equality Policy summarises the Trust's approach in ensuring equality for all.
1. 3 This policy should be read in conjunction with the Equality Information and Objectives for each school in the Trust.

2. OBJECTIVES

2. 1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. 2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
2. 3 To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their **age, disability, gender and gender-identity, race, religion or belief, pregnancy and maternity, and sexual orientation**.
2. 4 To recognise and celebrate diversity within our community whilst promoting community cohesion.
2. 5 To ensure that this policy is applied to all we do.
2. 6 To ensure that pupils and parents are fully involved in the provision made by the Trust.
2. 7 To ensure that within the Trust budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.
2. 8 To confirm our Trust's adherence to the Public Sector Equality Duty.



3. ROLES AND RESPONSIBILITIES

3.1 The Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

3.2 The equality link governor (if applicable) will:

- Meet with the designated member of staff at least annually and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

3.3 The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

3.4 The designated member of staff for equality (if applicable) will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor (if applicable) at least annually, to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

3.5 All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 2.



4. GOOD PRACTICE

4. 1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school(s).
4. 2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
4. 3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
4. 4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the Trust Board/Local Governing Board. We monitor and log incidents that discriminate against children and young people or adults in our schools with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

5. STRATEGIES

5. 1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the schools reflect the objectives of this policy.
5. 2 Parents, Directors and Governors will be involved and consulted about the provision being offered by the schools.
5. 3 Teachers will ensure that the teaching and learning takes account of this policy.
5. 4 The diversity within our schools and the wider community will be viewed positively by all.
5. 5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
5. 6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
5. 7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
5. 8 The positive achievements of all pupils will be celebrated and recognised.



6. OUTCOMES

- 6.1 This policy will play an important part in the educational development of individual pupils.
- 6.2 It will ensure that all pupils are treated equally and as favourably as others.
- 6.3 The schools will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- 6.4 We are committed to meeting the individual needs of each child and will take full account of their **age, disability, gender and gender-identity, race, religion or belief, pregnancy and maternity, and sexual orientation** in accordance with the requirements of The Single Equality Act 2010 and in line with the latest recommendations of the DfE documentation / policies to support leaders.