

Policy D1 – Equality and Diversity Policy

1. Introduction

- 1.1. The University of Brighton Academies Trust's Equality and Diversity Policy includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within the Trust's community. The Trust is fully committed to supporting and promoting article 2 of the United Nations Convention on the Rights of the Child which states that all children should have equal opportunities.
- 1.2. The Trust and its academies are committed to their duties under the Equality Act 2010, specifically the principle of equal opportunities for all students, staff and members of each academy's community (including parents/carers, visitors and partner agencies). The Trust and its academies are committed to the development of cohesive communities both within each academy's physical boundaries and within local, national and global environments. The Trust and its academies embrace the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.
- 1.3. The Equality and Diversity Policy is underpinned by:
 - The Trust's Equality Objectives
 - Each Academy's Accessibility Plan

2. Purpose

- 2.1. The purpose of this policy is to set out how practice and policies within the Trust and its academies have due regard to the need to:
 - eliminate discrimination, harassment and victimisation
 - advance equality of opportunity, and
 - foster good relations between groups.

3. Overall aims

- 3.1. The overall aims of this policy are:
 - To eliminate discrimination, harassment and victimisation.
 - To promote equality of access and opportunity within each academy and its community.
 - To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.
- 3.2. To ensure that equality and inclusive practice are embedded across all aspects of academy life the Equality and Diversity Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes¹.

¹ <http://www.unicef.org/crc/>

4. Code of Practice

- 4.1. Each Academy will publicise the following guidelines for staff and students to promote the Equality and Diversity Policy:
- Staff and students are expected to respect all persons as individuals and to honour their rights;
 - Staff and students should behave in such a way as will promote a safe and secure environment free from unfair discrimination or harassment;
 - Staff and students should not be prepared to tolerate unfair discrimination or harassment of others.

5. Approach

5.1 Students

- Each Academy is fully committed to supporting and promoting article 2 of the United Nations Convention on the Rights of the Child, which states that all children should have equal opportunities, without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, gender identity, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth, sexuality or other status.
- Each Academy will take all appropriate measures to ensure that the children are protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.
- In particular the Academy will ensure equal treatment for students in these areas:
 - Admission
 - Attainment, progress and assessment
 - Reporting
 - Curriculum, teaching and Learning
 - Personal Development
 - Achievement
 - Discipline

5.2 Staff

- Each Academy is committed to the principle of equal opportunities for all Staff.
- No job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age, sexuality, disability, trade union activity, political or religious beliefs nor be disadvantaged by any conditions or requirements of employment that cannot be justified.
- In particular the Academy will ensure equal treatment for Staff in the following areas:
 - Recruitment Selection
 - Training
 - Promotion
 - Appraisal

5.3 Community

- Each Academy is committed to the principle of equal opportunities for all members of its community, including parents/carers.
- No community member will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age, sexuality, disability, trade union activity, political or religious beliefs

- In particular the Academy will ensure equal treatment for community members in the following areas:
 - Membership of the Local Board;
 - Involving parents and carers and the local community in the Academy;
 - Selection of suppliers of goods and services.

Roles and responsibilities

6.1 Board of Trustees

The Board of Trustees is ultimately responsible for ensuring that the Trust and its academies meet the commitments in this policy.

6.2 Academy Principal

Each Academy Principal will:

- ensure that staff, parents/carers, pupils/students and visitors and contractors are aware of this policy and understand their responsibilities;
- oversee the effective implementation of the policy;
- ensure staff have access to training which helps to implement the policy;
- ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it.

6.3 Local Board

Each Academy's Local Board will:

- ensure that this policy and its commitments are implemented within the academy;
- support the Principal in implementing any actions necessary;
- evaluate and review the policy on a regular basis.

6.4 Senior Leadership Team

Each Academy's Senior Leadership Team will:

- support other staff in implementing this Policy;
- with the Principal, provide advice/support in dealing with any incidents/issues;
- assist in implementing reviews of this policy.

6.5 Students

Students will

- act in accordance with the policy;
- be encouraged to actively support the policy.

6.6 Staff

Staff will:

- be fully aware of the and how it relates to them;
- understand that this is a whole academy issue and support the policy;
- make known any queries or training requirements.

6.7 Community members

Members of the community, including parents/carers will:

- have access to the Policy through a range of different media appropriate to their requirements
- be encouraged to actively support the Policy
- be informed of any incident related to this Policy which could directly affect their child.
- be encouraged to attend any relevant meetings and activities related to the Policy.

6. Grievance

7.1 Students

A student with a grievance relating to equal opportunities should normally first refer the matter to his or her Class teacher / Head of School.

The grievance will be investigated and due regard will be given to the need to offer any appropriate guidance and support.

If the Class teacher / Head of School cannot resolve the grievance or if the matter is not suitable for reference to the Class teacher / Head of School, then it may be referred to the Principal.

The Principal will be responsible for a final decision. A final decision is always subject to review by the Board of Trustees.

7.2 Staff

Any employee who considers that he or she is suffering from unequal treatment may raise a complaint through the agreed procedure for dealing with grievances included in the Staff Grievance Policy.

7.3 Community members

Any employee who considers that he or she is suffering from unequal treatment may raise a complaint through the Complaints Policy.

7. Prejudice-based incidents

All prejudice-based incidents should be reported using the Academy's normal incident report system. In addition, the staff member responsible for resolving the incident must complete the Academy's Accident and Incident Report Form and pass it to the Principal's PA.

8. Policy Status and Review

Written by:	Director of Policy and Governance
Owner:	Director of Policy and Governance
Status:	V1 = Approved V2 = Approved
Approval date:	V1 = 3/10/14 (HAT Board of Trustees); 1/7/15 (UoBAT Board of Trustees) (Replaced Policy B9 – Equal Opportunities for Students; Policy C7 – Equal opportunities for Staff; and D8 – Race Equality Policy) V2 = 9/11/16 (HAT RC); 14/11/16 (UoBAT RC) Merger editorial changes Sept 2017
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