



BRIGANTIA
LEARNING TRUST

Creating excellence together

Equality Policy

To be reviewed – Autumn 2017

Why we are developing this Equality Policy?

The Equality Policy for Hinde House MAT brings together all previous policies, schemes and action plans around equality, including those concerning Race, Gender and Disability.

It includes all the protected characteristics covered under the Equality Act 2010. These are:

- Disability
- Gender re-assignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community? We are further committed to the development of cohesive communities both within our schools and within our local, national and global environments. Our school also embraces the aims of the Every Child Matters agenda. (see overleaf).

We intend to ensure that our Equality Policy is inclusive of our Trust / school communities – pupils, staff, parents/carers and Directors. We intend them to contribute to the implementation of the policy.

Hinde House MAT within a wider context:

All schools within the Hinde House MAT are multi-cultural and inner-city in nature, educating children between the ages of 2 and 16 years. Due to very high levels of deprivation in the catchment it is classified as working in `challenging circumstances`. The wards served by the school have high levels of social deprivation and poor family health statistics. The percentage of pupils who are eligible for Free School Meals is very high. The number of pupils whose first language is not English is high. Turbulence is very high. The school has a range of specific vulnerable pupil groups including Looked After Children, disabled pupils, pupils with Social Care support, pupils with Care plans. However, very few pupils do not move into either education or training on leaving school.

Overall aims of our Equality Policy:

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our school and within our wider community

- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

To ensure that equality and inclusive practice are embedded across all aspects of school life, the scheme includes the five Every Child Matters themes:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a positive contribution
- Achieving economic well-being

Issues relating to adults within the school community can be embraced under these themes and reflected in the action plan.

Our approach:

We seek to embed equality of access, opportunity and outcome for all members of our school community and within all aspects of school life.

We actively seek out opportunities to embrace the following key concepts:

- **Excellence:** We aim to inspire and recognise high personal and collective achievement throughout our community.
- **Shared humanity:** Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality.
- **Valuing difference and diversity:** We appreciate the richness within our differences and look for ways of celebrating understanding them better.
- **Interdependence, interaction and influence:** We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other.
- **Social cohesion** within our school and within our local community.
- **Personal and cultural identity:** We will provide opportunities to explore and value the complexity of our personal and cultural identities,
- **Fairness and social justice:** We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society.

Our vision statement:

Hinde House MAT seeks to foster warm, welcoming and respectful environments which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

We recognise that there are similarities and differences between individuals and groups but we will work to ensure that our differences do not become barriers to participation, access and learning but create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and so promote understanding and learning between and towards others to create a cohesive community.

Our duties:

We recognise and accept our equality duties, as set out in the Equality Act 2010 (see Appendix 1 for summary) and will seek to involve the each school community in the process in order to ensure better outcomes for all.

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life.

Roles and responsibilities:**Our Senior Team will:**

- ensure that staff, parents/carers, pupils and Directors have the opportunity to engage in the implementation of and are informed about the Equality Policy.
- oversee the effective implementation of the scheme.
- ensure staff have access to training which helps to implement the scheme.
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available.
- monitor the scheme and ensure that there is a report to the Directors annually on the effectiveness of the Action Plan.

Our Directors will:

- Designate a Directors` committee with specific responsibility for the Equality Policy.
- Ensure that the Action Plan arising from the Policy is part of the School Improvement Plans.
- Support the Principal in implementing any actions necessary.
- Evaluate and review the scheme every two years.

Our Senior Team will:

- Have responsibility for supporting other staff in implementing this Policy.
- Provide a lead in the dissemination of information relating to the Policy.
- With the Principal, provide advice/ support in dealing with any incidents/ issues.
- Assist in implementing reviews of this scheme as detailed in the plan.

Our pupils will:

- Be involved in the implementation of the Policy and will understand how it relates to them, appropriate to age and ability.
- Be expected to act in accordance with the Policy.
- Be encouraged to actively support the Policy.

Our parents/ carers will:

- Be given opportunities to become involved in the implementation of the Policy.
- 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 the Policy which could directly affect their child.

Our school staff will:

- Be given opportunities to be involved in the implementation of the Policy.
- Be fully aware of the Equality Policy and how it relates to them.
- Understand that this is a whole-school issue and support the Equality Policy.
- Make known any queries or training requirements.

Engagement and involvement – how we will develop our Policy:

The development of this scheme will look towards involving the whole of our school community.

Specified groups will meet to discuss the Policy and the Action Plan. Ideas, comments, amendments will then be reported to a school Equality Group which

will meet twice a year. Initially, this group will consist of members of the Senior Team and staff.

Our pupils:

A pupils` group will be formed in Primary and Secondary Schools. They will discuss the Policy and the implications for pupils, will comment on the draft Action Plan and add further actions which they will be responsible for leading and feeding back to the pupils in their Phase.

In addition to this, all pupils will discuss the Policy and implications during PSE or class lessons.

Our staff:

All staff will discuss the Policy and implications. The Action Plan will have actions which will involve all staff.

Volunteer members of staff from each school will join the Equality Group.

Parents/ carers:

All parents/carers will be informed about the Equality Policy. Further ways will be sought to involve the Parental body and Community groups when the initial approach is established.

Executive:

Members of the Senior Team will join the group and bring the views of the senior staff to the Equality Group.

Responding to equality-related incidents:

We will take action to challenge, address and eliminate behaviours which oppose the Policy. Further information is available in the Behaviour Policies for each Phase. We will record any incidents that are motivated by racism or bullying and report them to the LA as required.

Implementation, monitoring and reviewing:

Implementation, monitoring and review are the responsibility **of** our Equality Group and Directors who will agree and publish this Policy which sets out our priorities and supports these with a detailed Action Plan.

The Equality Group will report to the designated Directors` Committee annually on the Policy and Plan and analyse whether the Action Plan has furthered the aims of the general equality duty.