



# HART SCHOOLS TRUST

# EQUALITY STATEMENT

## *EQUITY INFORMATION AND OBJECTIVES*

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## **AIMS**

The Hart Schools Trust aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate prejudicial discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equity of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equity and diversity, and eradicating prejudicial incidents for students and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## **LEGISLATION & GUIDANCE**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equity objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document also complies with our funding agreement and articles of association.

## **ELIMINATING DISCRIMINATION**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The Trust will provide meaningful training and development for colleagues to support their understanding and actions in relation to equality and diversity. Training and development will encompass the protected characteristics and will focus on individuals and teams taking meaningful action. This extends beyond pure equality and diversity themes, and will include activity in relation to leadership and wellbeing.

The school has a designated member of staff for monitoring equity issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate. There is a EDI governor link in each school who will meet with the EDI lead at least every term.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Promoting the virtues of empathy and respect through the schools' rewards systems and curriculum.
- Valuing the contribution that each member of our community makes to ensure that we are an inclusive, welcoming and open organisation that encourages and values different thinking and perspectives.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

## **DEALING WITH PREJUDICE AND CELEBRATING DIVERSITY**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

*The trustees and governing board members will:*

- Ensure that the equity information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students and parents
- Ensure that the published equity information is updated at least every year, and that the objectives are reviewed and updated at least every 3 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Ensure that governors are updated on the work of EDI (Equity, Diversity & Inclusion) at their meetings as at governor in school days.

*The headteacher will:*

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

*The designated member of staff for equity will:*

- Support the headteacher in promoting knowledge and understanding of the equity objectives among staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary
- All school staff are expected to have regard to this document.

*The school's employees will not:*

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

*The school's employees will:*

- Promote diversity and equity
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area

## **EQUITY AND DIGNITY IN THE WORKPLACE**

Equity of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the Code of Conduct and school's various policies relating to equity.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

## **DIVERSITY & REPRESENTATION**

Diversity is a core aspect of our work and is a lens through which key decisions are considered. It is important that all members of the trust are treated with respect and offered fair opportunities. Equality Impact Assessments are used when drafting new policies to ensure that these policies do not favour or marginalise any groups within school. Issues related to diversity and representation are discussed at all levels of the organisation to inform decisions and make necessary changes. We value a diverse community and take conscious action to ensure fair representation across staff and the curriculum of each school.

## **INCLUSION**

We seek to create an inclusive work environment that offers equality of opportunity to all. All staff receive training and guidance with regards to understanding issues around diversity and appropriate conduct. Staff and students are encouraged to celebrate diversity within the school to promote a positive environment where all parties feel valued and included. Significant cultural events are celebrated regularly as part of each school's calendar. Staff and students are consulted on issues related to diversity and inclusion on a regular basis and this feedback is used to create a more inclusive environment in school.

## **MONITORING, EVALUATION AND REVIEW**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

This policy will be monitored and reviewed on an annual basis by the academy Senior Leadership Team (SLT) in each school.

The Trust will monitor the following to determine impact and effectiveness of its activity:

- Data in relation to students, colleagues and the community it serves
- Internal surveys that surface the voice and perspective of staff, students and
- Colleague and student voice, as collated through various improvement and development activities
- The quality of teaching and curriculum, and the impact on different groups of students

## **RELATED POLICIES**

- Code of Conduct
- Dignity at Work policy
- Grievance policy

- Anti-bullying policy
- Staff Code of Conduct
- Student Code of Conduct