

Tudor Grange Academy Trust

EQUALITY AND DIVERSITY POLICY

1 Principles

- 1.1 The Trust aims to provide an environment that will promote equality of opportunity for all members of the Trust/Academy community, including:
- i. eliminating unlawful direct and indirect discrimination;
 - ii. guaranteeing that no student, employee or applicant receives less favourable treatment on grounds of their ethnic origin, colour, disability, marital status, nationality, race, religion, creed, culture, political beliefs, gender, sexual orientation, family circumstances, socio-economic background, trades union membership, age (subject to normal pay and retirement conventions and the Academy's regulations on pupil admissions), or any other unfair distinction;
 - iii. eradicating bullying, harassment, prejudice, human stereotyping and unfair discrimination;
 - iv. valuing, celebrating and learning from the diversity of students and staff.
- 1.2 As an educational establishment, the Trust/Academy has a particular responsibility to develop knowledge and understanding of equality and diversity both within and outside the curriculum. All staff are charged with ensuring that:
- i. teaching methods include and engage all students;
 - ii. teaching resources motivate and are sensitive to different groups, cultures and backgrounds;
 - iii. prejudice, stereotypes and unfair discrimination inside and outside the classroom are understood to be unacceptable and challenged routinely;
 - iv. teaching strategies are reviewed and updated regularly to take account of knowledge and good practice in relation to equal opportunities;
 - v. they examine critically their own assumptions and attitudes towards different groups.
- 1.3 The Governors and Academy leaders are responsible for monitoring the performance of all staff and students, including collecting and analysing relevant data and ensuring appropriate action is taken and training provided. This will include analysing patterns of behaviour and achievement of different groups, for example:
- i. patterns of attendance and exclusions;
 - ii. differential attitudes towards work and towards others;
 - iii. patterns of friction and hostile behaviour including bullying, and
 - iv. the impact of any action taken as a consequence

2 Equality

- 2.1 Where staff or students have physical and/or learning difficulties or disabilities, the Trust/Academy will seek to ensure that:
- i. reasonable and affordable arrangements are made to ensure they can take full advantage of the entitlement generally available, and
 - ii. the Trust/Academy works effectively with specialist services and agencies to guarantee coherent, integrated support
- 2.2 The Trust/Academy will ensure that employees and applicants are respected and developed as individuals and receive courteous and equal treatment.
- 2.3 Staff appointments will be made on merit and the recruitment procedure will seek to attract applications from those with the most appropriate levels of qualification, experience and skill.
- 2.4 In accordance with data protection regulations, any employee will be entitled to see, check and if necessary correct any personal information held on them in electronic form.

3 Diversity

3.1 The Trust/Academy will seek to ensure that:

- i provision for students' spiritual, moral, social and cultural development takes positive account of human diversity, including gender, capability, ethnicity, religion, language and culture;
- ii all parents and carers are made welcome and encouraged to become involved in Academy life;
- iii reasonable and affordable translation and interpretation services are provided where necessary;
- iv distance learning materials are provided to support continuity of learning by gypsies and other travellers.

4 Unfair Discrimination

4.1 Members of staff will challenge any act of unfair discrimination in word or deed as unacceptable, and a warning will be given. Such incidents will be recorded whether they occur within the Academy buildings, grounds or elsewhere, and may lead to disciplinary action. Any recurrence of such language or behaviour from an individual student or member of staff will lead to disciplinary action.

4.2 Racist symbols, slogans and other offensive insignia are prohibited in the Academy except where presented in a controlled way as part of teaching about racism or history. The display of such materials will otherwise be regarded as unfair discrimination and dealt with accordingly.

5 Monitoring, Evaluation and Review

5.1 This policy will be promoted and published throughout the Trust/Academy.

5.2 The Executive Group will evaluate its effectiveness every year.

5.3 The Governing Body will review the policy within two years and assess its implementation and effectiveness.