


DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

Equality Policy

Date adopted	05/03/2018
Head teacher signature	
Chair RAEB signature	

This policy is a mandatory policy for all DSAMAT Academies and will be implemented with agreed local amendments.

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1. Introduction

This policy explains the academy's approach to equality and inclusion and how the academy promotes positive relationships between people.

It also covers how the academy handles incidents demonstrating inequality and lack of inclusion.

This policy is written to reflect the Christian character of the academy and its Christian ethos and values.

1.1 Academy statement on equality

Every person in our academy community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our academy is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our academy community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

2. Academy vision and values

Our core vision:

"I will lift my eyes to the hills" (Psalm 121)

- To raise the aspirations of all within the wider academy community
- To seek guidance and support when times are challenging
- To inspire all to achieve the highest ambitions and goals
- To attain excellence in all aspects of life

Manshead Church of England Academy is a community inspired by CHRIST to serve others:

Common Good

To promote a spirit of hospitality, grace, charity, social justice, global stewardship and concern for others leading to a contribution to the common good.

Hope

To be an educational community built on foundations of faith, hope and love, which reflects Christ's message of compassion, peace, trust and forgiveness.

Respect

To build a community of mutual respect and dignity working towards a common understanding of high standards of behaviour, good manners and individual accountability, as well as encouraging learners to make responsible and positive choices.

Inspiration

To be a caring, supportive and inclusive community inspired by Christ, recognised by our love of God and of our neighbour whilst nurturing qualities of endurance, wisdom, ambition, courage and commitment, in order to live fulfilling and purposeful lives.

Service

To follow Christ's example of serving others, in a climate of reverence, humility, friendship, thankfulness and cooperation.

Talents

To encourage all members of the wider academy community to foster a love of life-long learning so that they can use their talents to the full, pursuing excellence in all things and in doing so, bring Christ to each other.

Our aim is for an open, supportive environment where pupils and staff are given the support needed to realise their goals and aspirations. We seek to remove the barriers that prevent historically disadvantaged groups from realising their potential. We will treat all staff, students, visitors and applicants for employment equitably. No one will be accorded less favourable treatment because of age, disability, race, sex, sex reassignment, maternity and pregnancy, family circumstances, marital/civil partnership status, race, religious beliefs, sexual orientation or transsexual status.

3. Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation.

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in 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.

4. Guiding principles

Our approach to equality is based on the following key principles:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

5. Development of the policy

This policy was created in conjunction with Diocese of St Albans Multi Academy Trust and parents/carers of our pupils.

We ensure that the principles listed above apply to all of our policies and practice including those that are concerned with:

- Pupils' progress, attainment and achievement
- Pupils' personal development and wellbeing
- Teaching styles and strategies
- Personal Development Education and Ethics & Philosophy curriculum
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Special educational needs
- Behaviour, discipline and exclusions
- Bullying and addressing prejudice related bullying
- Working in partnership with parents, carers and guardians
- Working with the wider community

We also ensure that information about our responsibilities under the Equality Act are included in our academy development plan, self-evaluation review, the school prospectus, school web site and newsletter.

6. Our actions

To eliminate discrimination, harassment and victimisation

We meet our legal duty and live out our guiding principles listed above by:

- Opposing prejudice and prejudice related bullying
- Taking account of equality with regards to the way the school provides facilities and services
- taking account of equality with regards to attendance policies
- actively promoting equality and diversity
- creating an environment of dignity and respect

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above by:

- Being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils

To foster good relations

We meet our legal duty and live out our guiding principles listed above by:

- Preparing pupils to live well together
- respecting diversity and equality,
- challenging discrimination and prejudice and
- listening to and treating others with dignity and respect

Other ways we address equality issues

- maintaining records of training relating to equalities and inclusion,
- reviewing academy policies in relation to equalities
- Ensuring staff actively engage with our commitment to equality

7. Disseminating the policy

We ensure that this policy is known to all staff, members of the Regional Academy Executive Board, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our academy website.

8. Roles and responsibilities

- The Regional Academy Executive are responsible for upholding the principles and actions of this policy.
- All staff: have a duty to challenge inequality, report inequality and be vigilant to signs of inequality and play an active role in the academy's efforts to ensure equality.
- Pupils: we make it clear that pupils should not take part in any kind of action that contributes towards inequality. Pupils should never be bystanders to incidents of inequality. They should offer support to the victim and encourage them to report it.
- Parents and carers have a responsibility to report any incidents of inequality and support their child to report the incident.

- Visitors: we expect visitors to respect our commitment to insuring our academy is an inclusive community.

9. Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individual and as groups or teams.

10. Breaches of the policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the head teacher in conjunction with Diocese of St Albans Multi Academy Trust and the Regional Academy Executive Board

11. Monitoring and review

This policy forms part of the Diocese of St Albans Multi Academy Trust suite of policies. Policy formats are centrally generated and locally amended. The Trust has delegated to Manshead CE Academy the responsibility for the local implementation and monitoring of this policy. The Trust will approve all major changes to this policy. The policy will be promoted and published throughout the Trust.

- 11.1 The Trust has delegated to the Manshead CE Academy the responsibility for reviewing the implementation and effectiveness of this policy. The Trust will approve all major changes to this policy. The policy will be promoted and published throughout the Trust.
- 11.2 The policy will be reviewed every two years or if there are changes to the relevant legislation.