

Djanogly Learning Trust

# Equality Policy

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# DJANOGLY LEARNING TRUST

## Equality Policy

### The Djanogly Learning Trust

The Djanogly Learning Trust (the Trust) is a multi-academy trust established in August 2011.

Under its governing articles of association the powers to run the Trust are held by the Board of Directors, which is supported by a Strategic Executive Team comprising the senior leaders from the Academies and the Trust.

Individual Academies within the Trust have delegated authority from the Board of Directors to their own Local Governing Bodies, which in turn are supported by their Headteacher or Principal.

The term "Individual Organisation's Head" has been used within the policy below to recognise that this may be an academy Headteacher/Principal or Trust's Director of Operations.

This policy relates to all Trust Academies. Some procedures may vary across the Academies depending on context and stage of development.

### 1.0 Policy Statement

1.1 The Trust recognises its duties under the Equality Act 2010 to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations in relation to all protected characteristics:

- |                        |                                    |
|------------------------|------------------------------------|
| a. Age                 | f. Gender                          |
| b. Disability          | g. Sexual orientation              |
| c. Gender reassignment | h. Marriage and civil partnerships |
| d. Race                | i. Pregnancy or maternity          |
| e. Religion and belief |                                    |

1.2 The Trust recognises its duty under the Education and Inspections Act 2006 to promote community cohesion.

## **2.0 Scope**

This policy applies to all staff, governors and pupils within the Trust.

## **3.0 Guiding Principles**

- 3.1 The Trust recognises and respects difference. Treating people equally does not necessarily involve treating them all the same. The Trust's policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experiences, outlook and background, and the kinds of barriers and disadvantages which people may face.
- 3.2 The Trust seeks to actively promote:
- a. Positive attitudes
  - b. Positive interaction
  - c. Mutual respect
  - d. Community cohesion.
- 3.3 The Trust observes good equalities practice in staff recruitment, retention and development. The Trust ensures that policies and procedures should benefit all staff and potential staff, for example in recruitment and promotion and in continuing professional development.
- 3.4 The Trust consults and engages with all stakeholders on a regular basis.
- 3.5 The Trust respects the religious beliefs and practice of all staff, students, pupils and parents and complies with reasonable requests relating to religious observance and practice.
- 3.6 The Trust actively seeks to reduce and remove inequalities and barriers at every opportunity and is opposed to all forms of prejudice which prevent them from fulfilling their legal duties.
- 3.7 The Trust bases its procedures, practices and actions on sound evidence.
- 3.8 Principles of equality, as defined in this Policy, underpin all other Trust and Academy policies, procedures and practices.

## **4.0 Communication and Monitoring**

- 4.1 The Trust ensures that the content of this Policy is known to all staff and governors.
- 4.2 A copy of this policy is available to all stakeholders via the Trust's website.
- 4.3 There is a detailed Anti-bullying and Anti-harassment policy in the HR policies and information about raising a grievance if any employee feels that they have been treated against the principles of this policy.
- 4.4 The Trust engages with a wide range of stakeholders including parents and members of the local community through a variety of committees. Aspects of Equality are considered as appropriate at the relevant meetings.

## **5.0 Equality Objectives**

The Trust has a duty to publish equality objectives and to demonstrate working towards the objectives.

The Trust has set the following objectives:

- Improving staff gender profiles if under-represented within each Academy
- Reducing the differential in attainment by race, gender and disability
- Appropriately supporting pupils from disadvantaged backgrounds to ensure their success.

## **6.0 Annual Report**

6.1 To comply with the Equality Act 2012 the Trust will publish an annual report on how it is complying with the Public Sector Equality Duty and provide an update on progress towards equality objectives throughout the Trust. The report will include equality data about students/pupils and employees. The annual report is approved by Directors and published on the Trust's website.