



# Frank Field Education Trust

## 2.30 Equality and Diversity Policy

Date prepared	September 2022
Implementation Date	Immediate
Frequency of Review	Bi-annually
Review Date	September 2023
Signature of CEO:	Signature of Chair of Trustees
Tom Quinn	Frank Field

***Social Justice through Excellence in Education***

## **Introduction**

Frank Field Education Trust Equality and Diversity Policy represents our commitment to promoting a culture within our Academies, that values difference and enhances the quality of education that our students receive.

The Equality Act 2010 requires all public bodies to publish equalities objectives every four years. This Policy promotes Trust equality objectives for the next four years, from 2019 to 2023. Through achieving our equality objectives, we can improve equality, diversity and inclusion within our Trust and enhance our staff, students and community understanding of cultural and social difference.

## **Aims**

Our Trust values and objectives demonstrate a commitment to the aim of being an inclusive employer proactively tackling and eradicating discrimination. This is in accordance with the public sector equality duty which has the following three aims:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct
- To advance equality of opportunity between people who share a protected characteristic and those who do not
- To foster good relations between people who have a shared characteristic and those who do not

Frank Field Education Trust will review every two years how well we achieve these aims within protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

In line with our mission for Social Justice and the improvement of life chances, all FFET Academies are committed to advancing and achieving equality of opportunity for all students, parents /carers /, staff, governors and the wider community. We strongly believe that all people are of equal value and are entitled to equality of opportunity, and that diversity within society greatly enriches our communities.

This policy incorporates the following protected characteristics:

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

- Marriage and civil partnership

### **Values, principles and standards**

Equality of opportunity is at the core of our Trust values, fairness in opportunity is a basic right.

This policy is therefore underpinned by the following values, principles and standards:

1. A commitment to inclusive education which enables and supports all students to develop their full potential ensuring social justice
2. Promote a culture of respect and tolerance for others
3. Acknowledging and valuing diversity in our society
4. Ensure that the Trust has total compliance with equality legislation
5. Elimination of all forms of unfair discrimination and exclusionary behaviour
6. Active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
7. A commitment to the positive development of all staff, students and governors
8. An equality champion will ensure compliance with this policy by all members of the school, and partners engaged in Trust activities.

### **Equality Objectives**

The Trust aims to provide the highest possible education for all of our students. The ethos of our Academies reflects our commitment to embracing and respecting all members of our communities. Within our Trust we will promote cultural understanding and awareness, and tolerance of others.

We have set ourselves the following Equality objectives for 2019/2023

- Close the gaps in attainment and achievement between students for all groups of students; paying particular attention to students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic and religious groups.
- Continue to improve accessibility across the Trust and our buildings for students, staff and visitors with disabilities, including access to specialist resources.
- Challenge the use of homophobic, sexist and racist language in our buildings
- Ensure our curriculum represents our diverse society and encourages tolerance and respect of different cultures
- Ensure that our policy development takes account of the Equality duty via an impact assessment

- Ensure our Recruitment and Selection and CPD activities demonstrate fair and open processes. Record and monitor outcomes as part of our statutory duty

### **Promotion of the Equality and Diversity Policy**

Our Trust will take active steps to communicate this Equality and Diversity Policy to students, parents/carers/, staff, governors, partners, stakeholders, contractors and visitors to our Academies.

### **Responsibilities and accountabilities**

#### **Trust**

- Ensuring compliance with this policy is the responsibility of the Trust Board who will monitor and challenge the Academies within our Trust to follow all of its equality and diversity policies and codes, and meets our legal responsibilities with respect to equality.
- The CEO will ensure that the Academies implement its equality and diversity policies

In each Academy, **our Principals** will be

- a consistent and high-profile lead on equality and diversity, using opportunities to move forward the equality and diversity agenda. Ensuring that Academy leaders (for example SLT, HOD's and pastoral leaders) are putting the Trust equality and diversity policies into practice
- Ensure that all staff know their responsibilities and receive the support and training necessary to apply the policy.

#### **Trust HR**

- The Trust HR function will ensure policies and procedures are in place to comply with all equality legislation and area shared with all staff.
- Ensure that academy leaders are supported in taking action in cases of unfair discrimination, harassment, bullying or victimisation.

### **All staff**

- Both teaching and non-teaching staff are responsible for promoting equality and diversity, and through their actions avoid unfair discrimination
- actively respond and challenge any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors
- Participate and engage in equal opportunities and diversity training
- Serious incidents are recorded in Class Charts

### **Students**

- Must display the values of the Trust and respect others in their language and actions
- Follow all of the Academy equality and diversity policies

### **Monitoring and review**

This Equality and Diversity Policy has been approved and adopted by the Board following consultation with professional associations. The Trust will review the policy every two years, or as required to ensure it remains compliant with Equality legislation.

**Date of Next review 01/10/2023**