Single Equality Policy

ADOPTION AND AMENDMENTS TO SINGLE EQUALITY POLICY

Written December 2017

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Whole Document	Board of Directors, 7th December 2017
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Changes made to current version January 2025	
Page Number:	**Change made:**
4	Wording added regarding victimisation

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Introduction

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as 'protected characteristics'). These are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

The Public Sector Equality Duty (PSED) or General Duty requires that all public organisations, including schools should:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The specific duty requires a designated public authority, including schools to:

- Publish information to show compliance with the Equality Duty
- Publish Equality Objectives at least every 4 years which are specific and measurable - these are to be prepared and published by each member school of KET

The Act defines four kinds of unlawful behaviour:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Direct Discrimination – this occurs when one person treats another less favourably because of a protected characteristic.

Indirect Discrimination – this occurs when a 'provision, criterion or practice' is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.

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Harassment – this has a specific legal definition in the Act – it is unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Victimisation – this occurs when a person is treated less favourably than they otherwise would have been because of something they have done with regards to a protected act. A protected act might involve making an allegation of discrimination or giving evidence.

Victimisation includes subjecting a person to a detriment because they have done, or are suspected of doing or intending to do, any of the following protected acts:

- Bringing proceedings under the Equality Act 2010.
- Giving evidence or information in connection with proceedings under the Equality Act 2010.
- Doing any other thing for the purposes of or in connection with the Equality Act 2010.
- Alleging that a person has contravened the Equality Act 2010.

Special provisions for disability – the law on disability discrimination is different from the rest of the Act as it only works one way i.e. it protects disabled people but not people who are not disabled.

Policy Statement

Kingsbridge Educational Trust acknowledges and welcomes, diversity among pupils, staff and visitors. We do not discriminate against anyone.

We promote the principles of fairness and justice through the education that we provide in all of our schools.

We want all members of the Trust's community to feel a sense of belonging within the Trust and the wider community and to feel that they are respected and able to participate fully in school life. We respect the religious beliefs and practices of all staff, pupils, parents and carers.

We ensure that all recruitment, employment, promotion and training policies and procedures are fair to all and provide opportunities for everyone to achieve.

We will make reasonable adjustments, where required, in order to improve access to the school buildings, increase access to the curriculum, and improve delivery of information.

Aims and Values of Kingsbridge Educational Trust

To ensure outstanding learning opportunities are provided for each and every child regardless of age, sex, need, faith or background. To enrich lives socially, culturally, morally and spiritually and to ensure all children can take their place in a forward-thinking enlightened democracy.

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We will do this by ensuring each school in the Trust:

- provides the very best in teaching and learning opportunities for every pupil;
- has the highest expectations of what pupils can achieve;
- promotes an ethos of high expectations, outstanding behaviour and care;
- has an enriching and enabling, broad and balanced curricular and extra-curricular programme that supports outstanding personal development;
- prepares and equips pupils well for the next stages of their school journey;
- promotes and sustains the very best of British values, including fairness, equality, honesty, justice and service;
- ensures pupils reach the highest possible standards in public examinations;
- shares our vision, aims and values and actively promotes these.

Race Equality

This section of the Act reflects the general and specific duties as detailed in The Race Relations (Amendment) Act 2000 which imposes a positive duty on schools to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Kingsbridge Educational Trust will meet this by:

- Celebrating our diversity through curriculum planning and delivery;
- Using display to reflect and validate the languages of the community and the life experiences of the children in our schools;
- Ensuring that all staff have access to relevant training;
- Having procedures for recording and reporting incidents of racial harassment and bullying;
- Ensuring that incidents of racial discrimination or racial harassment are dealt with promptly, firmly and consistently and in accordance with the behaviour policies of each school;
- Catering for the dietary and dress requirements of different religious groups and enabling staff and pupils to observe festivals and events relevant to their faith;
- Ensuring that recruitment policies are non-discriminatory and are adhered to.

Disability

The Equality Act 2010 requires us to have due regard to the following duties in all that we do:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is lawful under the Equality Act 2010;
- Eliminating disability related harassment;
- Promoting positive attitudes towards disabled people;
- Encouraging participation by disabled people in public life;
- Taking steps to meet disabled people's need, even if this requires more favourable treatment.

Kingsbridge Educational Trust will meet this by:

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- Ensuring that our school buildings are accessible by all;
- Ensuring that the school curriculum is accessible by all;
- Ensuring that information is available to all.

Gender Equality
The general duty to promote gender equality means that we must have due regard to:

- Eliminating discrimination and harassment on grounds of sex and/or gender reassignment
- Promoting equality between men and women / boys and girls

Kingsbridge Educational Trust will do this by:

- Ensuring that the curriculum is available to all regardless of gender;
- Applying fair and consistent recruitment policies regardless of gender;
- Ensuring that policies relating to staff welfare are consistent and fair to all.

Transgender people are explicitly covered by the Gender Equality Duty. The term refers to people who do not feel comfortable with their birth gender. We will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within our communities.

Sexual Orientation, Religion and Belief, Marriage and Civil Partnership, Pregnancy and Maternity

Kingsbridge Educational Trust will not discriminate on these grounds by:

- Ensuring relevant policies are fair to all and do not treat any person less favourably.

Age

Kingsbridge Educational Trust will not discriminate on these grounds by:

- Ensuring that relevant policies are fair to all and do not treat any person less favourably whether directly or indirectly;
- Not treating a person less favourably due to their age, perception of their age or by association.

Single Equality Plan

Kingsbridge Educational Trust has developed a Single Equality Action Plan. We are confident that all school buildings and the curriculum is accessible to all.

Kingsbridge Educational Trust will:

1. **Eliminate unlawful discrimination, harassment and victimisation**
   Eliminating unlawful discrimination, harassment and victimisation involves:
- Ensuring there is no less favourable treatment for people;
- Ensuring no factors give rise to discrimination.

2. **Promote and advance equality of opportunity**
   Promoting and advancing equality of opportunity involves:

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- Removing or minimising disadvantage suffered by people;
- Taking steps to meet the needs of people that are different to the needs of other people;
- Encouraging people to participate in public life or in other activities where their participation is particularly low.

3. **Promote and foster good relations between people**
   Promoting and fostering good relations involves:
- Talking prejudice;
- Promoting understanding between people**.**

Roles and Responsibilities
We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act 2010. We will provide training, guidance and information to enable them to do this.

Local Governing Body
The Local Governing Body of each school is responsible for ensuring that the school complies with legislation and that all procedures relating to this legislation are implemented.

The Local Governing Body will keep the school's commitment to aspects of the Equality Act 2010 under review, for example, standards, curriculum, admissions, exclusions, personnel issues and the school environment.

They will do this by applying the principles of this policy to relevant agenda items.

Headteacher and Leadership Team
The Headteacher and Leadership team of each school are responsible for implementing the policies and procedures covered by the Equality Act 2010. They will ensure that all staff are aware of their responsibilities and that they are given appropriate training and support as and when necessary. They will also take the appropriate action in any cases of unlawful discrimination.

Other school staff

Will:

- Promote an inclusive and collaborative ethos in their classroom;
- Challenge prejudice and discrimination;
- Deal fairly and professionally with any prejudice-related incidents that may occur;
- Plan and deliver a curriculum that reflect the school and Trusts principals;
- Maintain the highest expectations of success for all pupils;
- Support different groups of pupils through differentiated planning and teaching;
- Keep up to date with equalities legislation relevant to their work.

Your responsibilities

Everyone that is part of our Trust community has responsibilities under this equality scheme. Responsibilities for different groups of people are set out below:

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As a pupil you should:

- Treat all members of our community with dignity and respect for their rights and beliefs;
- Challenge or report incidents of discrimination and bullying;
- Respond positively and inclusively to individual differences**;**

As an employee you should:

You should do all the above, and;

- Anticipate and respond positively to different needs and circumstances of members of our community;
- Apply equality and diversity principles through everyday activities.

As a leader or manager you should:

You should do all the above, and;

- Ensure the Trust's equality and vision and scheme are communicated to potential employees and new staff through the recruitment and induction processes;
- Disseminate accessible information to ensure employees are aware of their responsibilities;
- Identify and respond to equality and diversity staff development needs;
- Support individual needs and circumstances of staff so they can perform effectively;
- Set appropriate equality related objectives for your staff;

As a Director/Governor

You should;

- Satisfy yourself that the Trust is fully compliant with its equality duties;
- Request further information from the school's Leadership Team where you require assurance.

As a staff member developing or acquiring teaching and assessment materials

You should:

- Anticipate and respond to the needs of pupils with different impairments and from different backgrounds when developing learning outcomes and materials;
- Develop materials with your audience in mind, recognising the full diversity of the pupil body.

As a partner, or provider of goods and services

You should:

- Comply with equality laws in the countries in which you operate;
- Have due regard to the need to eliminate unlawful discrimination, promote and advance equality of opportunity, and promote and foster good relations;
- Subscribe to the vision and principles of our equality scheme.

Visitors

All visitors to our schools, including parents/carers are expected to support our commitment to equalities and comply with the duties set out in the Equality Act 2010.

Monitoring and Evaluation

Kingsbridge Educational Trust will monitor the effectiveness of this policy by evaluating the feedback it receives from the Local Governing Bodies of each school with regard to matters contained in this policy.

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Development Plans at both school and Trust level will be compiled with the Equality Plan as an integral part of their actions.

Complaints relating to this policy and/or its implementation should be addressed via the relevant complaints procedure i.e. Complaints Policy/Grievance Policy etc.

Reviewed by the Board of Directors
5th September 2024 (interim review January 2025)

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