DIOCESE OF

ST ALBANS

MULTI-ACADEMY TRUST

Trust Policy

Equality, Diversity and Inclusion

Policy type	**Trust wide**
Review	**Three yearly**
Author	**Trust People Manager**
Approved by	**COO**
To be ratified by	**Finance, People and Operations Committee**
Date of ratification	**February 2024**
Date of next review	**February 2027**

This policy is a mandatory policy for all DSAMAT Academies and must be implemented without any amendments

Enabling all to flourish: Rooted in God's love

The Diocese of St Albans Multi Academy Trust is a company limited by guarantee.
Registered in England No 10449374 Registered Office:
Manshead CE Academy, Dunstable Rd, Caddington, Luton, LU1 4BB

Our mission, vision and values

The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing – not shrinking out and dying. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear **vision** about creating successful schools for the benefit of their communities. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed **values** of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust's wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their LGB.

Our community

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.
Our schools are places where children and young people develop and thrive intellectually, socially, culturally and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

Statement of Intent

This is the Diocese of St Albans Multi-Academy Trust (DSAMAT) Equality, Diversity and Inclusion policy and must be implemented and adhered to in each of the academies within the Diocese of St Albans Multi Academy Trust along with those working within the central team.

This policy will also be implemented and adhered to from the first day of any other academy joining the Trust. For the remainder of this document, the Diocese of St Albans Multi Academy Trust will be referred to as DSAMAT.

Please read the DSAMAT Staffing Policy Statement in conjunction with this policy.

1. Introduction

The Diocese of St Albans Multi-Academy Trust (DSAMAT) is committed to ensuring equality of education and promoting equality of opportunity for all pupils, employees, parents and carers who form part of our Trust community, irrespective of race, gender, disability, faith or religion, sexual orientation or socioeconomic background.

We aim to create a supportive and inclusive working environment for pupils and employees, where diversity is celebrated and where all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit, enabling all to flourish.

DSAMAT will take allegations of discrimination seriously and address them promptly and confidentially, where possible. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment where everyone feels valued and is proud of their identity. Our schools monitor the achievement of pupils by gender, socioeconomic background and SEND and this data is used to support pupils, raise standards and ensure inclusive teaching.

In all our schools and across the Trust we promote friendship, tolerance and understanding of uniqueness through mutual respect for one another. We promote links with our local communities and welcome visitors with special knowledge to support our learning and understanding.

All employees have a duty to act in accordance with this policy and treat colleagues with dignity at all times, as well as a duty not to discriminate against or harass other employees. All employees are personally responsible for ensuring that they adhere to the policy and promote our aims and objectives with regards to equal opportunities.

2. Equality and the Law

Our policy is aligned to ensure that DSAMAT complies with The Equality Act 2010 legislation (which introduced the Public Sector Equality Duty) to protect members of our community from discrimination and harassment based on the protected characteristics of:

- Disability
- Gender
- Age
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Being married or in a civil partnership
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment

3. Aims

DSAMAT will fulfil the remit of the policy and aim to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to:

- Eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics: between people who share a protected characteristic and people who do not share it

4. Teaching and Learning

We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Our schools promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and employees. Our Trust is committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity.

5. Aims to eradicate discrimination

We believe that a greater level of success from pupils and employees can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of ours. This environment will be achieved by:

- Being respectful.
- Always treating all members of our community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

Pupils in our schools are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

6. Equal Opportunities for Employees

DSAMAT are committed to the principles of equal opportunities and the monitoring of equality in all aspects of staffing and employment. Leaders must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equality of opportunity. Those with line management responsibility will be given appropriate training on equal opportunities awareness and equal opportunities recruitment and selection best practice.

Employee training needs will be identified through regular performance appraisals. All employees will be given appropriate access to training, enabling them to flourish within the Trust and all promotion decisions will be made on the basis of merit and in compliance with the law. Promotions will be regularly monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to meet the special needs of disadvantaged or underrepresented groups. We will ensure as far as possible that staffing across the Trust reflects the diversities of our communities.

7. Employer Duties

DSAMAT aims to eliminate discrimination and harassment in our employment practice and actively promote equality across all groups. We will not discriminate or treat employees less favourably on account of a protected characteristic. Actions to ensure this commitment is met include:

- Monitoring of recruitment and retention
- Providing continued professional development opportunities for all employees
- Ensuring that disciplinary procedures and any subsequent warnings or actions, including dismissal, are applied without discrimination.
- Ensuring that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.

8. Fixed term Employees, Casual and Agency Workers

DSAMAT monitors the use of fixed term employees, casual and agency workers, and their conditions of service, to ensure that they are being offered appropriate access to benefits, training, promotion and permanent employment opportunities.

9. Part time Work

We monitor the conditions of service of part-time employees and their progression to ensure that they are being offered appropriate access to benefits, training and promotion opportunities. We will ensure requests to alter working hours are dealt with appropriately under our Flexible Working Policy.

10. Disability Discrimination

Under the Equality Act 2010, disability is defined 'if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.' DSAMAT takes steps to meet the needs of those who are physically or mentally impaired and to promote positive attitudes to disability.

If an employee has a physical or mental impairment, we encourage employees to talk to their line manager about their condition so that they can be supported as appropriate and any possible reasonable adjustments discussed as applicable, that may help overcome or minimise the difficulty. We may suggest and encourage a referral to Occupational Health and such situations will be considered on a case by case basis, taking into account how the advice impacts the employee's job role, workplace, service delivery, pupils and colleagues. Please refer to the Health and Attendance Policy, Section 7.

We continue to monitor the physical features of our school premises across the Trust, and we will take steps to improve access where appropriate to accommodate all members of our school communities.

11. Gender

The Gender Equality Duty 2006 places specific duty on schools to promote equality of opportunity between girls and boys, women and men and transsexual people. We are committed to promoting equality between these groups and integration of groups for activities. In our schools we seek to use resources that promote positive role models without stereotyping gender.

12. Age

We are committed to ensuring individuals are not discriminated against through reference to age.

13. Race

Duties of schools are detailed in The Race Relations Act 1976 and Amendment Act 2000. DSAMAT promotes good relationships between people of different racial groups and expects that nobody should experience any racial harassment. The curriculum in our schools across the Trust promotes knowledge and respect for different cultures and the rich diversity they provide.

14. Religion and belief

Our schools are inclusive, welcoming children and staff from all and no faiths. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish. Knowledge, understanding and respect of different faiths is explored through our RE curriculum in our schools across the Trust, as well as by reading stories from different cultures, exploring music from different parts of the world or by learning a modern language. We expect children to attend Collective Worship but recognise the right of parents to withdraw their child from religious worship without reason.

We take appropriate steps to accommodate the requirements of employees' different religions and cultures.

15. Marriage and civil partnership

We are committed to ensuring that members of our community do not experience discrimination in our community due to their marital status.

16. Sexual orientation

We are committed to ensuring that no member of our community experiences discrimination in our community because of their sexual orientation and we seek to support pupils with their identity.

17. Pregnancy and maternity

We are committed to ensuring that members of our community do not experience discrimination in our community because they are pregnant or a mother.

18. Gender reassignment

We are committed to ensuring that transsexual members of our community do not experience discrimination in our community.

19. Defining a Discriminatory Incident

Types of discriminatory incidents that may occur include:

- Physical or verbal assault against a person or group because of their colour, ethnicity, physical or mental impairment, sexual orientation or gender
- Use of derogatory names, insults or jokes
- Ridicule of an individual for difference e.g. food, music, religion, dress
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation

Harassment related to any of the protected characteristics is unacceptable and is not tolerated. Harassment can take many forms and is unwanted conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive

environment for them. Harassment is dealt with further in our Bullying and Harassment Policy. A racist incident is defined as 'any incident which is perceived to be racist by the victim or any other person.'

Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment or supported someone else's complaint.

20. Breaches of this Policy / Reporting incidents

Employees who believe that they may have been discriminated against are encouraged to raise the matter through the Grievance Policy. Employees who believe that they have been subject to harassment or bullying are encouraged to raise the matter through the Bullying and Harassment Policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Employees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under the Disciplinary Policy.

Any employee who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. The Trust takes a strict approach to serious breaches of this policy.

21. Roles and Responsibilities

21.1 The Role of Directors

The Board will:

- Promote and support the Trust's ethos of equality to ensure that nobody is discriminated against at DSAMAT because of any protected characteristic
- Ensure through monitoring all aspects of the Trust are fully inclusive and respond to needs based on protected characteristics
- Ensure that wherever possible school premises within the Trust are accessible and reasonable adjustments are made to meet the needs of all members of the school community

21.2 The role of the Trust Leadership team and Central People Team

The Trust Leadership team and central People Team will:

- Ensure that the Equality and Diversity Policy is communicated across the Trust and regularly reviewed
- Monitor and review issues arising from this policy

21.3 The role of Headteachers and senior leaders

Headteachers and senior leaders in our schools will:

- Implement, share and promote the Trust Equality and Diversity Policy within their school community
- Ensure that all employees are aware of the Equality and Diversity Policy and that these principles and procedures are applied fairly in all situations
- Ensure there is no discrimination regarding recruitment on grounds of any protected characteristics
- Promote equality in curriculum development and school policies
- Celebrate diversity and achievement and promote respect and acceptance of individuals
- Investigate and treat discriminatory incidents seriously

- Welcome applications for school places and employment ensuring that all appointment panels give due regard for this policy to ensure that no-one is discriminated against
- Report any pupil discriminatory incidents to their LGB termly.

21.4 The role of all employees

All employees will:

- Maintain awareness of the Equality and Diversity Policy
- Treat all members of the DSAMAT community with respect and treat everyone fairly
- Challenge discrimination, prejudice, and harassment and report any incident to Headteachers or the COO in the central team
- Be an ambassador for the Trust
- Celebrate cultural diversity and diversity of thought and ideas

21.5 The role of pupils

All pupils have an important role to support equality and diversity to ensure their school is fully inclusive by:

- Having an awareness of what constitutes discriminatory behaviour
- Promoting respect for other people and equality of opportunity to participate in all aspects of school life
- Treating all incidents of unfair treatment and any incidents of bullying or discrimination with due seriousness and report them as necessary to a teacher or other appropriate adult, supporting and encouraging each other to intervene in a positive way
- Celebrating cultural diversity and diversity of thought and ideas

22. Equality Objectives

Objective 1: To train all members of staff and directors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year, September 2025. Staff Induction will include equal opportunities and non-discriminatory training. Training evaluation data will show that 100% of those trained have a good understanding of the legal requirements.

Objective 2: To have in place a reasonable adjustments for all staff who have declared disabilities by December 2025, to ensure their needs are met and to make sure that any disadvantages they experience are addressed.

Objective 3: Aim to increase the representation of staff, directors and local governors from local minority ethnic communities over a 4-year period (to February 2027), so that the trust has representation of more diverse communities than is currently in place.

- The Head of People retains overarching responsibility of working towards and meeting the objectives.
- The objectives will be shared with all staff and those responsible for working towards the objectives, including those involved in recruitment and performance management of staff.
- The objectives will be informally reviewed periodically within the deliverable timeframe.
- To report progress of the objective in a clear and transparent manner in line with the Equalities Act 2010