



Equality and Diversity Policy

Date approved:	September 2014 (Reviewed May 2017, October 2019)
Approved by:	New Generation Trust Board
Review date:	October 2021

This policy reflects the Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all people school policies on Disability, Race and Gender.

The Equality Act 2010 covers nine protected characteristics:

- Sex
- Race
- Disability
- Religion or belief
- Sexual Orientation
- Gender Reassignment
- Pregnancy or maternity
- Age
- Marriage or civil partnership

The Public Sector Equality Duty (PSED)

General Equality Duty

Public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it.

What does 'due regard' mean?

This means the School must give relevant and proportionate consideration to the duty. For schools this means:

- Decision makers must be aware of their duty to have due regard when making a decision, or taking an action, and must assess whether it has implications for people with particular protected characteristics.
- Schools should consider equality implications before and at the time they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuous basis.
- The PSED has to be integrated into the carrying out of the schools' functions, and the analysis necessary to comply with the duty has to be followed through seriously, rigorously and with an open mind.

Specific duties under the PSED

The specific duties require schools to:

- Publish information to demonstrate how they are complying with the PSED – this information must include, in particular, information relating to people who share a protected characteristic.
- Prepare and publish equality objectives.

The School updates and publishes the schools' Equality information and objectives annually.

Harassment and Discrimination

The Governors and Senior Leadership within Hope Community School do not tolerate any form of harassment or discrimination in any age group including adults. If an allegation of harassment or discrimination is made by an adult, then an appropriately senior member of staff will be appointed to implement the School's policy in order to investigate such a situation. Allegations of harassment or intimidation made by a pupil will be investigated by a member of staff using the schools' Behaviour Policy and Procedures.

Principles

- Hope Community School is committed to protecting the rights of both pupils and staff to achieve their full potential in an environment which values cultural diversity and is free from discrimination and harassment. We are committed to:
- Providing a broad, balanced and appropriate curriculum for all pupils, irrespective of race, sex, class, religion, sexual orientation, gender reassignment, age, disability or intellectual ability.
- Promoting an ethos that values and respects all pupils and their backgrounds; creating an atmosphere of support and confidence.
- Working positively to eliminate all forms of discrimination.
- Promoting self-esteem by recognising an individual's worth.
- Monitoring and reviewing school practices to ensure equality of opportunity and eliminate discrimination, whether intentional or unintentional.
- Learning should reflect the differentiation within the class.
- Working to establish effective communication between schools, parents and the community.
- The implementation of this policy by all employees.

Monitoring

All staff are responsible for ensuring the PSED is met and that everyone is given equal opportunities. The Principal, Senior Leadership Team and Middle Leaders will be responsible for monitoring and to ensure that differentiation is included in planning, linked to the protected characteristics.