

The Auriga Academy Trust

EQUALITIES POLICY

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Please note that all Trust policies are reviewed annually. Should you have any queries regards this policy, note an omission or wish to propose an amendment, please email sconnor@strathmore.richmond.sch.uk.

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1. Scope

This policy applies to all employees, Governors, Trustees and volunteers of The Auriga Academy Trust.

2. Policy Statement

At The Auriga Academy Trust, we are committed to promoting equality of opportunity and tackling discrimination in all its forms.

Our core values of achievement, respect, working co-operatively, participation, high expectations and hard work form the basis for excellence and future success for all. Each pupil is valued both as an individual and as a member of the Trust community.

We are committed to equal opportunities and by this we mean that all pupils should have access to the whole curriculum and be able to take part fully in school life, regardless. Opportunities are offered for all to develop to their full potential and achieve success.

We also respect the equal rights of our staff and other members of our Trust community.

We are opposed to and will challenge all forms of discriminatory, racist, disablist, sexist or homophobic language or behaviour.

The Auriga Academy Trust will adhere to the requirements of the Equality Act 2010 by not discriminating against pupils, staff, volunteers, governors or anyone involved in external agencies that the Trust may be working with on the grounds of;

- Race
- Culture
- Religion
- Disability
- Gender
- Sexual orientation

In addition, there will be no discrimination against;

- Pregnant females, new mothers or new fathers.
- Staff, pupils, governors or volunteers undergoing gender re-assignment.
- Pupils due to the behaviour of their parents/ carers and or siblings.

When recruiting staff, health related questions will not be asked until after a job offer is made, and then only if it is necessary for the role.

It is expected that every person in the Trust will make a positive contribution to this policy, namely;

- All staff, Governors, Trustees and volunteers should be familiar with this policy and follow it when discrimination is reported.
- All pupils, parents and carers should know what the policy is and what they should do if discrimination arises.
- All members of the Trust community will challenge and act on all forms of discrimination that are witnessed or reported.
- We aim to prepare our pupils for life in a culturally diverse society, free from discrimination and prejudice.

In addition, the Trust will;

- Ensure the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged backgrounds.
- Treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

3. The Core Values and Ethos of the Equality Policy

1. To prepare pupils for life in a diverse society and world.
2. To meet the diverse needs of our pupils.

3. To ensure that an inclusive ethos is established and maintained.
4. To make the Trust a place where everyone, irrespective of their race, colour, ethnic or national origin, citizenship, sexual orientation, and gender identity feels welcomed and valued.
5. To respect and value linguistic, cultural and religious diversity in the community.
6. To develop each pupil's sense of personal and cultural identity and to encourage pupils to be confident, open to change, receptive and respectful towards other identities.
7. To acknowledge the existence of prejudice, and be proactive in tackling and eliminating discrimination.
8. To ensure that issues related to equality and prejudice are recognised across all areas of Trust activity.
9. To ensure that equality is an integral part of all planning and decision making within the Trust.

4. Definitions

4.1 Discrimination

Behaviours, practices and institutions which disadvantage groups or individuals on the grounds of;

- Race
- Culture
- Religion
- Disability
- Gender/ gender identity
- Sexual orientation

It may take the forms of verbal, actions or physical harassment.

4.2 Harassment

Behaviour that ridicules, degrades, demeans, humiliates or intimidates someone or some group on the grounds of;

- Their colour
- Nationality or citizenship
- Religious beliefs
- Physical or mental wellbeing
- Gender, gender identity or sexual orientation.

4.3 Racial Incident

Any incident which is perceived to be racist by the victim or any other person.

5. Leadership and Management

1. All Trust policies reflect a commitment to equal opportunities.
2. The Trustees, Local Governing Bodies and school leaders set a clear ethos, which reflects the commitment to equality for all members of the Trust's community.
3. The Trust promotes positive and proactive approaches to valuing and respecting diversity.
4. The School Leadership Team work in partnership with others to promote equality of opportunity, oppose all forms of oppressive behaviour, prejudice and discrimination.
5. Teaching and curriculum development are monitored to ensure high expectations of pupils and appropriate breadth of content in relation to the Trust and the wider community.
6. The Trustees and Governors will:
 - Ensure the aims of the Trust indicate a commitment to providing equality of opportunity.
 - Strive to ensure that its own membership reflects the communities, which the Trust serves, in terms of ethnicity, gender and class.
 - Ensure they receive up to date training and instruction in fair employment practices and procedures.
 - Ensure fairness when issuing funds.
 - Liaise with the Executive Headteachers and School Leadership Teams regarding the way in

which the Trust addresses equality issues and make recommendations and decisions as appropriate.

5.1 Responsibilities

1. The Trustees, Local Governing Bodies and Executive Headteachers will ensure that Trust complies with all relevant equalities legislation.
2. The Trustees, Local Governing Bodies and Executive Headteachers will ensure that the policy and relevant procedures and strategies are implemented.
3. The Executive Headteachers will ensure that all staff are aware of their responsibilities under the policy.

6. Complaint Procedure

Stage 1:

Any person who experiences, witnesses or is reasonably led to believe that this Equalities policy has not been respected, should immediately bring the situation to the attention the Executive Headteacher or a member of the School Leadership Team. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

Stage 2:

If the person continues behaving in an unacceptable manner, the matter will be referred to the Executive Headteacher who will decide the best course of action;

- A formal warning being issued
- A disciplinary
- A referral to a higher level of authority

Stage 3:

The offending person has the right to appeal any action taken. They will be advised of this process in relation to the action being taken.

7. Monitor and Review

This policy will be regularly monitored and reviewed to ensure that it does not disadvantage particular sections of the community.

This policy will be given to all staff through normal management meeting mechanisms and the School Leadership Team will ensure that it is known and understood by staff and volunteers.

This policy will also be made available to potential applicants for vacant positions in the Trust.