

FORT PITT THOMAS AVELING ACADEMIES TRUST



FPTA Academies

Equality Policy

Agreed by the Advisory Board/Last Amended: 8th June 2016

Up-date by DfE:

Next Review Date:

The FPTA Trust recognises discrimination and persistent inequality impacts on society. Women and men can suffer from the stereotyping of their roles and needs and such stereotyping has to be understood, challenged and overcome. This Policy supersedes and replaces all anti-discrimination policies referring to gender, race, disability, employment and equal opportunities, previously in place, and therefore accords with current national legislation.

Categories designated for possible discrimination:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

The Equality Duty

In accordance with legislation the FPTA Trust has due regard for the need to, and works to:

- Eliminate unlawful discrimination including sexual/gender discrimination
- Eliminate any bullying or harassment as a direct, or indirect, consequence of any form of discrimination
- Promote equality in all aspects of the Schools' environment

The FPTA Trust recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective Equality Policy. Hence the Trust will:-

- Promote the concept of equality throughout its Schools, both for those adults within the community of the schools and for all students;
- Seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- Promote good relations between members of different backgrounds
- Enable students to take responsibility for their behaviour and relationships with others.
- Expect all Trustees, Local Governors, staff, students, parents, service providers, and visitors, etc., to strictly adhere to the principles of non-discrimination and equality for all.

The Trust understand that in some circumstances it may be appropriate to treat individuals differently, if that action is aimed at overcoming previous, current or possible future disadvantage.

The Trust will take steps to counteract the effects of any past discrimination in staff recruitment. Where we are uncertain whether there is a genuine occupational requirement for preference to be given to the employment of a person we will seek specialist advice.

The Specific Duties

The Trust work to embed an understanding of the major equality issues in our Trusts's functions and services. In order to do this we will, as appropriate, expect our schools to:

- Collect and analyse school data and other equality relevant information, including data about our local area
- Consult all staff, students, carers, parents and relevant local communities and agencies
- Review all our schools' policies and practices to assess the ways in which they might impact on equality
- Ensure governors, staff, students, parents/carers and others in our schools' are accountable and understand their responsibilities with regard to preventing discrimination and harassment and promoting equality
- Assess and address the causes of any equality pay gap
- Set out the results of reviews, consultations and impact assessments
- Report on progress annually and set further objectives where necessary
- Review and revise the Policy at least every two years or as required.

Responsibilities

All trustees, governors, staff, volunteers, students and their families need to develop an appropriate understanding of, and act in accordance with, this Equality Policy. In addition:

The Trustees are responsible for ensuring that the Schools prepare, publish, implement, report on and review the Equality Policy (including budget requirements), and in particular the employment implications of meeting The Equality Duty.

The Headteacher works with the Leadership Team to ensure that –

- the Policy is implemented
- staff recruitment, training opportunities and conditions promote equality in all aspects of the schools' environment
- all staff, students and their parents or carers are consulted regarding, and are aware of, the schools' responsibilities to meet the Equality Duty mindful of reasonable adjustments
- existing and planned policies are assessed for the ways in which they impact on equality
- curriculum planning, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and

extended school activities take account of the need to promote equality in all its designations

- incidents of discriminatory bullying or harassment are dealt with according to our Behaviour/Anti-Bullying Policy
- visitors to the schools, service providers, or those who use the premises, are made aware of the Equality Policy.

All staff have a responsibility to deal with incidents of discriminatory harassment or bullying; help eliminate unlawful discrimination; prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents or carers) that take account of the need to eliminate unlawful discrimination and harassment and promote equality in all aspects of school life.

Students and parents have a proportionate responsibility to understand and act in accordance with the Policy, as do **visitors, or service providers**, to the schools.

We believe that having this Equality Policy will:

- support us in our decision-making and Policy development
- give us a clearer understanding of the needs of staff, pupils and their families
- enable us to provide better quality services which meet varied needs
- help us target our resources more effectively
- help promote increased confidence in our schools
- make more effective use of our workforce

We recognise that anyone could suffer from some form of stereotyping and that sometimes the same policies and practices can impact differently on different individuals. We will make appropriate adjustments if this is found to be the case with any of our policies and practices.

We also recognise that all individuals can experience different forms of discrimination and we will take all of these into consideration.

Breaches of the Equality Policy

We understand that eliminating discrimination and harassment and promoting equality is in part an education function and a matter of cultural change. Where possible, breaches of the Policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this Policy will be dealt with in accordance with our Trust's appropriate policies and procedures.

Where safeguarding issues come to the attention of the school these will be dealt with according to our child protection procedures.

All schools will have their own procedures for reporting and dealing with equality issues agreed with their local governing body. This Policy and the aforementioned procedures will be available on their website and in hard copy by request.

Copies of this Policy are available on The Trust website and on each school's website and available in hard copy upon request.