



THE ARUN VILLAGES FEDERATION

Enabling every child to thrive and succeed

EQUALITY AND DIVERSITY POLICY

Committee Responsible:	FGB
Person Responsible:	EHT
Date Approved by FGB:	October 2021
Date for Review:	October 2022

Signed.....

Date.....

Introduction

The Arun Villages Federation is committed to creating and maintaining a positive and supportive working environment for all staff. We value and respect the diversity of our staff and welcome our duties under the Equality Act 2010. Our federation is a community where we help and support each other, reinforcing and promoting our shared ethos and values in all we do. We believe in the strength of positive and purposeful school communities, underpinned by supportive leadership at all levels.

We are committed to being inclusive as a diverse population of both pupils and staff and see this as one of the federation's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all our federation's activities.

This policy applies equally to current and prospective members of our federation community and school communities within it.

Aims

The aims of this policy and the federation's ethos as a whole are to:

- Promote equality of opportunity for all members of our federation's community;
- Comply with the equality obligations contained in the Equality Act 2010;
- Provide a learning environment where all individuals through the Equal and Diversity Policy and other federation policies feel valued and feel they have a sense of belonging;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide and promote positive information about the diversity of UK society;
- Actively challenge discrimination and ensure that all members of the federation's community learn from these experiences;
- Embed inclusion through all our activities;
- Provide equality, fairness and respect for all of our pupils and those in our employment.

Through the Equality and Diversity Policy, the federation seeks to ensure that no pupils, staff, parents, guardians, carers or any other person through their contact with the federation receives less favourable treatment on any grounds which cannot be shown to be justified. This must include the protected characteristics identified within the Equality Act (2010), which are:

- Age;
- Disability;
- Gender;
- Gender reassignment;
- Pregnancy and maternity;
- Marriage and civil partnership;

- Race;
- Religion and beliefs;
- Sex;
- Sexual orientation.

Roles and Responsibilities

Equality of opportunity and non-discrimination applies to the treatment of all members of our federation's communities. All members of staff have a duty to support the principles of equality and diversity outlined in this document.

Governors are responsible for

- Making sure the federation complies with current equality legislation
- Making sure this policy and its procedures are followed
- Reviewing and updating the policy and plan as agreed

Executive Head Teacher

- Making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it and are familiar with it.
- Making sure its procedures are followed
- Producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy, if necessary
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination
- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. Children and young people in care, children from minority ethnic/language or Traveller communities, disabled pupils etc.)
- Monitoring exclusions

All Federation Staff

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- Promoting equality and avoiding discrimination against anyone
- Keeping up to date with the law on discrimination and taking training and learning opportunities

Pupils

- Living by the federation values and behaviour and anti-bullying policies
- Contributing to the Behaviour and Anti-Bullying Policies through pupil voice

Parents/Carers

- Reading and contributing to federation policies and supporting their implementation

Links with other policies and documents

Although this policy is the key document for information about our approach to equalities we ensure that this is embedded in all of our Policies and planning.

The policy links with the federation's Equality Duty Objectives and Statement, Accessibility Plans, SEN Policy, Behaviour and Relationships at Work Policy and risk assessments.

Dealing with Discrimination

We do not tolerate any form of prejudice or discrimination within The Arun Villages Federation. We treat all instances of discrimination extremely seriously and any such allegations will be fully investigated and appropriate actions taken in accordance with the relevant policies and procedures.

If you experience or witness any form of prejudice or discrimination within the federation, this should be reported to the Executive Head Teacher or an Assistant Executive Head Teacher as soon as possible.