



Single Equality Policy

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SINGLE EQUALITY POLICY

The Fallibroome Trust is committed to promoting equality in our workforce and our schools to eliminate unlawful discrimination. The aim is for our employees and our student body to be truly representative of all sections of society and for each person to feel respected and able to give their best.

The Equality Act 2010 brought a statutory requirement for public bodies, including schools, to have a single equality scheme which consolidated equality legislation. It also had the effect of replacing all previously existing legislation, eg the Race Relations Act, Disability Discrimination Act and the Sex Discrimination Act.

This single equality scheme integrates the general duties that apply to public bodies, including academies, and extends to all groups with protected characteristics; specifically in relation to race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

A person's age is a protected characteristic in relation to employment and services, but does not apply to pupils in schools.

The DFE has published non-statutory advice for school leaders, school staff, governing boards and local authorities (LAs) to assist them in understanding how the Equality Act 2010 affects them and how to fulfil their duties. Further details can be found at the following address:
www.gov.uk/government/publications/equality-act-2010-advice-for-schools.

PURPOSE

The purpose of this policy is to ensure staff, pupils, parents, carers, contractors and visitors are afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying.

GOVERNANCE

Each Local Governing Body is a committee of the Fallibroome Trust. The Local Governing Body will adopt and comply with all policies communicated by the Directors of the Trust. The Local Governing Body is responsible for setting out the policies and practices for staff. The Local Governing Body may delegate these matters to:

- The Principal/Headteacher;
- A sub-committee of the Local Governing Body; or
- A sub-committee and the Principal/Headteacher.

Where this procedure refers to the Local Governing Body representative this can be any one of the above.

SCOPE

This procedure applies to all staff, students, governors and people using the service of the Fallibroome Trust.

AIMS

The Fallibroome Trust aims to challenge any form of prejudice which contradicts this single equality scheme. This means adopting a consistent and unambiguous approach to overcome prejudice and ensure equality of opportunity for all.

It is the aim of the Fallibroome Trust to offer an education appropriate to each individual pupil's needs, regardless of their race, colour, ethnic or national origins, gender, sexual orientation, disability, gender reassignment, pregnancy or maternity or religious beliefs. The Trust aims to ensure equal access to educational opportunities for all our pupils, and the opportunity to reach levels of attainment appropriate to their ability.

We aim to create and retain a workforce that is valued for its diverse contributions and represents different perspectives, backgrounds, experience and skills. To achieve this, the Trust will maintain strong community/parental links and governors will give support to the Trust schools and all of their stakeholders, to ensure an effective educational delivery.

GOVERNORS AND STAFF

- Staff will treat each other and all pupils with respect.
- Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of all. The Trust will support victims of such incidents, on or off the premises.
- Appointment and promotion of staff will be made and monitored in accordance with this policy. Each governing board will monitor the balance at all levels of gender and ethnicity as well as membership of the governing board.
- Staff will make every effort to understand the origins and nature of racism, disability, sexism and other forms of prejudice to recognise their own prejudice where it exists.
- Positive links will be developed with the homes of pupils and communities from which our pupils come.
- Policies on displays, notices, meals, uniform, etc in the school will reflect its population.

PUPILS

- All pupils are valued for themselves and can expect to be treated positively and with respect.
- Pupils will be given the opportunity in the classroom to discuss and to identify and understand racism, sexism, disability and other forms of prejudice.
- If pupils feel they have been abused or bullied they should report the matter immediately to their teacher/pastoral co-ordinator/deputy/assistant headteacher (as appropriate). All

pupils can expect to be listened to and have their complaints investigated. If a pupil feels their complaint has not been properly dealt with they may take the matter to the headteacher.

- Pupils who have suffered racist or sexist behaviour, abuse, bullying or intimidation will be supported by the school and in particular by their teacher/tutor/year head (as appropriate). Anyone who has committed such offences will be dealt with appropriately – in the case of pupils this may include exclusion from the school.
- All pupils should treat each other and staff with respect.

The Trust will actively promote the values of:-

- Human dignity (pupils develop a sense of worth of self and others, irrespective of social, cultural, ethnic, linguistic or faith background).
- Justice and fairness (pupils value genuinely democratic processes and principles and are willing to take action on this).
- Commitment to equality (pupils recognise the principle of equality as the underpinning of relationships between individuals, groups and societies).
- Appreciation of diversity (pupils develop an open-minded approach to other cultures and social groups and are willing to learn from them).

PARENTS/CARERS, VISITORS AND CONTRACT STAFF

- Parents/carers are very important to the Trust and have much to contribute to the single equality scheme; their views are welcome and valued at all times. We ask that all parents/carers fully support the school single equality scheme.
- The school will discuss with parents/carers any incidents of abuse or bullying and harassment incidents in which their sons or daughters have been involved.
- If parents/carers are aware of incidents of racism, sexism or bullying then they should contact their child's teacher/tutor/pastoral co-ordinator/senior member of staff (as appropriate).
- Any visitors or contract staff visiting or working at the school who become aware of any incidents of racism, sexism, disability or other discrimination should report them to the headteacher or one of the senior staff. They should also abide by the code of conduct established by the school in relation to the single equality scheme.

REVIEW

This policy will be reviewed in line with changes in legislation and best practice.