



EMMANUEL SCHOOLS FOUNDATION

Equality Policy



Last review: September 2019
Approved: September 2019
Next review: September 2022

Equality Policy

At Emmanuel Schools Foundation (Foundation) measures are taken to create a culture to guarantee equal educational opportunities for students and staff.

We do not discriminate on the basis of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) in admission or employment and in access to our educational and professional programmes and activities. We take positive action to provide equal opportunity to all students and staff and others using the Foundation's amenities.

Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations among all members of the Foundation's community including persons who share relevant protected characteristics and persons who do not.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention of the Rights of People with Disabilities, and the Human Rights Act 1998.

Definitions of discrimination

- Direct discrimination is when a person is treated less favourably than others in comparable circumstances, because of a protected characteristic such as age, sex, disability, marriage or civil partnership, pregnancy and maternity, religion or belief, sexual orientation, race or gender reassignment.
- Indirect discrimination occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, of which the complainant is one, and is placed at a disadvantage as a result.

Guiding Aims and Principles

- We see all learners and potential learners, and their parents and carers, as of equal value, whether or not they have a protected characteristic.
- We will recognise and respect diversity.
- We will foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that may already exist

- We aim to consult and involve the Foundation's community. Providing equality of opportunity does not necessarily mean treating all people the same. Our policies, procedures and activities must not discriminate, but nevertheless will take account of differences.
- We expect to provide all students with the opportunity to achieve their full potential and be motivated to succeed, secure in the knowledge of their own worth.
- We expect students and staff to treat each other with respect and dignity at all times.
- We recognise the need to prepare our students for life in a diverse society where they exercise respect and understanding towards everyone.

Implementation

In order to translate the above policy into action, each school will consider the particular circumstances, areas for opportunity and the community it serves and will set at least one Equality Objective taking into account this policy and the following principles.

General

- Take steps to comply with all relevant legislation.
- Communicate our commitment to equality and diversity to all members of the Foundation community, for example through our website.
- Inform all staff, students and governors of their responsibilities in promoting and maintaining equality.
- Set up mechanisms for monitoring, evaluation and review.

Curriculum

- Teaching and Learning will take an anti-discriminatory approach to the curriculum
- Departments will present opportunities for promoting cultural and other aspects of diversity within subjects
- Take steps to remove barriers to achievement that may exist for students that have protected characteristics.

Environment

- All reasonable measures will be taken to ensure students having protected characteristics do not experience unlawful discrimination
- Staff will be informed at the beginning, and throughout the Foundation year of the particular needs of students of whom we are aware have such needs
- We will maintain a strategic approach to ensuring that the Foundation is a welcoming and accessible environment for all.

Extra-Curricular Activities

- The Foundation will endeavour to provide a range of activities that appeal to the interests of all students.

Employment

- The Foundation will comply with the law regarding equal opportunities and employment
- New staff will be made aware of the policy

- Advertising will state that we are an equal opportunities employer and we will appoint the best candidate for the job.
- See the Foundation's Equal Opportunities and Diversity Policy.

Publishing Information

The Foundation will publish (where such information is available to it), on an annual basis, information (in an anonymised statistical format) relating to persons who share a relevant protected characteristic who are: -

- Employees, and
- Persons affected by its policy and practices. For example, we will publish information on:
 - Gender Pay Gap (Foundation level only)
 - Statistics relating to workforce make-up, performance and hierarchy in relation to protected characteristics such as age, sex and (where such information is available) race and disability. (Foundation level only)
 - Statistics relating to student progress and attainment by reference to sex, race and SEND.
 - Statistics relating to co- and extra-curricular participation where such information is reasonably available.

Monitoring and evaluation

The impact of our policies on equality will be continuously monitored and evaluated through the Governing Body structure.

This policy will be supported by appropriate training where required.