

Eastwood Park Academy Trust

EPAT

Believe Succeed Together

Equality Policy

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1.0 Policy Statement

1.1 The Equality Act 2010

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

The Trust fully understands the importance of the Act and the work needed to ensure that those with 'protected characteristics' are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the following groups:

- Age.
- Disability.
- Race.
- Sex (including issues of transgender).
- Gender reassignment.
- Maternity and pregnancy.
- Religion and belief.
- Sexual orientation.
- Marriage and civil partnership (for employees).

2.1 Public Sector Equality Duty

The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty which has two specific duties:

- Publish information to show compliance with the Equality Duty.
- Publish equality objectives at least every 4 years which are specific and measurable.

2.0 Principles

The Trust's approach to equality is based on the following principles:

1. All pupils are of equal value.
2. All pupils are expected to achieve their potential.
3. Barriers to learning are addressed proactively and robustly.
4. Diversity is recognised, respected and valued.
5. Positive attitudes, relationships and mutual respect are actively promoted.
6. Full and active participation in school life is actively encouraged.
7. Effective equalities practice is evident in the Trust's policies and procedures.

3.0 Policies and Information

The Trust has a range of policies which draws together a range of previous equality legislation and details how the Trust is fulfilling the requirements of the Equality Act 2010.

The main policies accessed via the Trust's website include:

- Equality Policy.
- Recruitment Policy.
- Probation Policy.
- Code of Conduct Policy.
- Grievance Policy.
- Complaints Policy.
- Leave of Absence Policy
- Sickness-Absence Policy.
- Performance Management Policy.
- Disciplinary Misconduct Policy.
- Whistleblowing Policy.

Additional information can be accessed via constituent academies' websites which include:

- Quality objectives.
- Equality data.
- Accessibility Plan.
- Admissions Policy.
- SEN Policy.
- Curriculum Policy
- Behaviour and Discipline Policy.

4.0 Supporting Organisations and Documentation

4.1 Equality and Human Rights Commission

The Equality and Human Rights Commission is the independent advocate for equality and human rights in Britain. It aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights. It provides guidance for employers and education providers.

<https://www.equalityhumanrights.com/en/advice-and-guidance>

<https://www.equalityhumanrights.com/en/publication-download/good-equality-practice-employers-equality-policies-equality-training-and>

4.2 Department for Education Non-statutory Advice

Non-statutory guidance is available from the Department for Education relating to the Equality Act in the following publication:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

4.3 Other Organisations Offering Support and Information

ACAS provides information, advice, training, conciliation and other services for employers and employees to help prevent or resolve workplace problems, include detailed guidance on Equality and Diversity at Work <http://www.acas.org.uk/index.aspx?articleid=1363>

Age - <http://www.ageuk.org.uk/>

Gender - <http://www.fawcettsociety.org.uk/>

Sexual orientation and gender identity - <http://www.stonewall.org.uk>

4.4 Disability

For more information on disability consult the following websites:

- Essex Coalition for Disabled People www.ecdp.org.uk
- ECL Sensory Team www.eclsensoryservice.org
- Essex Sight www.esexsight.org.uk
- Support4sight www.support4sight.org.uk
- Deafblind UK www.deafblind.org.uk
- Hearing Help Essex www.hearinghelpessex.org.uk
- Disability Rights UK www.disabilityrightsuk.uk
- Scope www.scope.org.uk
- MIND www.mind.org.uk