

SHERBORNE AREA SCHOOLS' TRUST



Equality and Diversity Policy

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Author		Catherine Watson : Head of HR	
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Version	Date	Author	Notes of Revisions
2.0	February 2021	K. Heap	Extracted Equality Objective out of policy to form separate document Responsibilities and accountability chart updated.
3.0	January 2024	C. Watson	Update to policy to recognize change of governance structures from LGBs to Academy Committees Update to policy to recognize changes to senior school leadership and inclusion of service leads to incorporate central operations in the trust. Removal of the reference to a taskforce to monitor and review the policy. This responsibility will sit incrementally with the Trust Board or a delegated committee.

SHERBORNE AREA SCHOOLS' TRUST EQUALITY AND DIVERSITY POLICY

Introduction

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Having due regard means consciously thinking about the three aims of the Equality Duty which should be considered within the decision-making process.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking active steps to meet the needs of people with protected characteristics
- Encouraging people from protected characteristics to participate in public life or in other activities where their participation is low

Sherborne Area Schools' Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

All of our schools are committed to advancing and achieving equality of opportunity for all students, parents /carers / associated persons, staff, trustees, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

Scope

This policy encompasses the following protected characteristics:

- age (for school staff but not in relation to students)
- disability
- gender reassignment
- pregnancy and maternity
- race

- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

Values, principles and standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and Academy Committee representatives
- commitment to fair and open recruitment processes
- accountability for compliance with this policy by all members of the school, trust community and others engaged in trust activities.

Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff, Academy Committee representatives, partners, stakeholders, contractors and visitors to the trust schools.

Responsibilities and accountabilities

Trust Community	Responsibility
Trust Board	Making sure all Trust's equality and diversity policies and codes, meet its legal responsibilities with respect to equality. Overseeing Academy Committees and School Leaders to ensure they recognise their duties and responsibilities within this policy.
Academy Committees	Working with the school to identify potential equality barriers and setting objectives to address these.

CEO , Senior School Leaders and Service Leads	As above and: Give a consistent and high-profile lead on equality and diversity Advance equality and diversity inside and outside the trust schools and workplaces Ensure that schools implement its equality and diversity policies and codes of practice. Ensure staff have the appropriate skills to deliver equality
School leaders (for example senior, subject and pastoral leaders)	To support senior school leaders with their responsibilities. Making sure that all staff know their responsibilities and receive the support and training necessary to carry them out Ensure all staff are aware of their responsibility to record and report prejudice related incidents. Following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation.
All staff (teaching and non-teaching)	Promote equality and diversity, and avoiding unfair discrimination Actively record, report and respond to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors Delivery an inclusive curriculum.
Parents	Support and challenge the school to tackle inequality and achieve equality for all
Students	Supporting the school to achieve its commitment to tackle inequality.

	Respecting others in their language and actions Uphold the trust's equality and diversity policies and codes
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Monitoring and review

This Equality and Diversity Policy has been adopted by the Sherborne Area Schools' Trust. A review of the policy will be undertaken every two years, or as required to ensure it remains compliant with equality legislation.

Associated Policies:

SAST Equal Opportunities in Employment Policy

SAST Staff Code of Conduct

SAST Fairness and Dignity at Work Policy