



Equalities Policy

***(Approved by Trustees 20/03/19
Next Review - Spring 2020)***

Next review date: Spring 2020

Aims

Equalities of opportunity at Lakes Academies Trust (LAT) is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the Trust community i.e. pupils, staff, trustees, governors, parents and community members. It is based on the core values and ethos as expressed in each school's aims/mission statement.

These aims are designed to ensure that the Trust meets the needs of all, taking account of gender, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances. In this Trust we meet the diverse needs of pupils to ensure inclusion for all and that all pupils are prepared for full participation in a multi-ethnic society.

The LAT's commitment to race equality

LAT will endeavour to:

- Ensure that all pupils and staff are encouraged and able to achieve their full potential.
- Respect and value differences between people.
- Prepare pupils for life in a diverse society.
- Acknowledge the existence of racism and take steps to prevent it. Clear procedures are in place to ensure that staff deal with all forms of bullying and harassment promptly.
- Recognise that diversity has a positive role to play within the school.
- Staff foster a positive atmosphere of mutual respect and trust among pupils from all ethnic groups.
- The Trust caters for dietary and dress requirements of different religious groups.
- The Trust enables pupils and staff to celebrate festivals and other events relevant to their particular faith and actively encourages all pupils to understand these.
- Intolerant behaviour is always unacceptable. All the Trust policies reflect a commitment to equal opportunities, including race equality.
- Staff are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice.

Leadership and Management - Responsibilities

Governors/Trustees will:

- Ensure that the Trust complies with Race Relations legislation, including the general and specific duties.
- Ensure that the policy and its related procedures and strategies are implemented.

The Headteacher in each school within the Trust, will:

- Work in partnership with the governing body to ensure that the policy and related procedures and strategies are implemented.
- ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities
- Treat seriously all incidents of racial discrimination and take disciplinary action against staff or pupils who racially discriminate.
- Ensure that additional grants and resources are appropriately targeted and monitored.

- Identify a member of staff/s responsible for co-ordinating racial equality work and dealing with reported incidents of racism or racial harassment.

All staff will:

- Deal with racist incidents and know how to identify and challenge racial bias and stereotyping.
- Ensure that they do not discriminate on racial grounds.
- Keep up to date with Race Relations Legislation by attending training and information events.

Teaching staff (In addition to All staff) will:

- Ensure that pupils from all racial groups have full access to the curriculum
- Promote racial equality and diversity through teaching and through relation with pupils, staff, parents and the wider community.
- Monitor teaching and curriculum developments to ensure high expectations of all pupils and appropriate breadth of content in relation to the Trust and the wider community.

Visitors and contractors will:

- Be aware of and comply with the school's equalities policy.

Good Practice and areas for development

A. Teaching and learning

- Staff create an environment where all pupils can contribute fully and feel valued.
- Teaching takes account of pupils' cultural background, linguistic needs and different learning styles.
- Different cultural traditions are valued in their own terms and made meaningful to pupils. Pupils are helped to make connections with their own lives.
- Teachers challenge stereotypes and build pupil awareness so that they can detect bias and challenge racial discrimination.

B. Curriculum

- Each area of the curriculum is planned to incorporate the principles of racial equality and to promote positive attitudes towards diversity.
- Pupils have the opportunity to explore concepts and issues relating to identity, racial equality and racism.
- The Trust monitors and evaluates its effectiveness in providing an appropriate curriculum for pupils from all racial groups.
- Resources and displays portray positive images of different people and cultures.
- Role models and presenters from a range of different racial and faith groups are used to share a wide range of skills and experiences.
- Extra-curricular activities and events cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

C. Attainment, progress and assessment

- The Trust has equally high expectations of all pupils and is committed to encouraging and enabling all pupils to achieve the highest standards.
- The Trust recognises and values all forms of achievement.

- Pupil attainment and progress are monitored by ethnicity and evaluated to identify trends and patterns of underachievement.
- Action is taken to remove disparities between different groups of pupils.
- All methods of assessment are monitored to ensure that they are, as far as possible, free of cultural or linguistic bias.
- All pupils are appropriately supported in assessments so that they are able to show fully both what they know and what they can do.
- Particular attention is paid to identifying and meeting the needs of groups that are particularly disadvantaged.

D. Personal development and pastoral care

- Pastoral support take account of religious and ethnic differences and the experiences and needs of particular groups of pupils such as Travellers, refugees and asylum seekers.

E. Behaviour, discipline and exclusions

- The Trust ensures that its procedures for disciplining pupils and managing behaviour are fair and equitable to pupils from all racial backgrounds.
- All staff operate consistent systems of rewards and sanctions.
- Exclusions are monitored by ethnicity to establish patterns and trends.
- Strategies for integrating long-term truants and excluded pupils address the needs of pupils for all racial groups.

F. Racism, racial harassment and Trust ethos

- The Trust actively promote good personal and community relations.
- The Trust has procedures for dealing with racial harassment and bullying.
- All incidents of racism and racial harassment are recorded, thoroughly investigated and reported.
- Staff are trained so that they deal firmly, consistently and effectively with racist incidents, racial harassment and bullying.
- Pupils, parents and staff are aware of the procedures for dealing with racism and racial harassment.
- The Trust works closely with MKC and other partners to tackle racism and racial harassment within the Trust and the local area.

G. Admissions and attendance

- The admissions policy and criteria are equally open to pupils from particular racial groups.
- The admissions process is monitored to ensure that it is administered consistently and fairly.
- Provision is made for leave of absence for religious observance. This includes staff as well as pupils.
- Pupil attendance is monitored by ethnicity.

H. Staff recruitment and professional development

- All the posts, including those for non-teaching staff, are advertised and open to the widest pool of applicants.
- Everyone involved in recruitment and selection is trained and aware of what they should do to avoid unconscious racial discrimination.
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels in the school.
- Applications for employment, training and promotion, along with details of staff in post, are monitored by ethnicity.

I. Partnership with parents and community

- All parents are encouraged to participate in the full life of the school.
- Action is taken to encourage the involvement and participation of under-represented groups of parents.
- Information and material for parents are accessible in user-friendly language and in languages and formats other than English as appropriate.
- School's premises and facilities are fully accessible to and used by groups from all local ethnic minority communities.