



## **Lionheart Academies Trust Single Equality Scheme**

**2017-2021**

This scheme applies to all academies within Lionheart Academies Trust (LAT).

The Single Equality Scheme brings together the Trust's approach for promoting equality in our policies and procedures and, most importantly in our day to day practices and interactions with the whole community.

Overall, Equality Duties are not new to the academies. The Duty to Promote Race Equality came into force in 2002; The Duty to Promote Disability Equality came into force in 2006 and The Gender Equality Duty in 2007. As of 1st April 2011, The Equality Act (2010) has required colleges to meet a single Public Sector Equality Duty.

Our scheme includes pupils, governors, parents, carers and all those within our extended academy communities.

We acknowledge that it is very important for us all to work together in achieving our common goal of being fully inclusive and accessible and ultimately in providing a quality learning experience for our pupils

### **Policy Statement**

1. The Trust, and all the academies within it, acknowledge and welcomes diversity among pupils, staff and visitors.
2. We do not discriminate against anyone on the grounds of any protected characteristic including their gender, sexual orientation, race, age, colour, religion, nationality, ethnic, national origins, gender reassignment, marriage or civil partnership, pregnancy or maternity, or physical or mental abilities.
3. We promote the principles of fairness and justice for all through the education that we provide in our Trust.
4. We ensure that all pupils have equal access to the full range of educational opportunities provided by the academies in the Trust.
5. The Trust is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities.



6. We respect the religious beliefs and practices of all staff, pupils, parents and carers and comply with all reasonable requests relating to religious observance and practice. We seek ways to celebrate faith and cultural diversity.

7. We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

8. We will make reasonable adjustments, when required to, in order to increase access to the curriculum, improve access to the academy buildings and improve delivery of information.

## **Meeting our Duties**

### **Statutory Requirements**

Under the statutory duties all academies have responsibilities to promote race, disability and gender equality.

#### **Race Equality**

The general duty to promote race equality means that we must have due regard to:

1. Eliminate unlawful racial discrimination
2. Promote equality of opportunity
3. Promote good relations between people of different racial groups

All racist incidents will be recorded. Staff should deal with the incident in line with the academy's behaviour/conduct policy. The governors and all relevant bodies will be informed in line with the latest advice and guidance.

#### **Disability Equality**

The general duty to promote disability equality means that we must have due regard to:

1. Promote equality of opportunity between disabled people and other people
2. Eliminate unlawful discrimination
3. Eliminate disability-related harassment
4. Promote positive attitudes towards disabled people
5. Encourage participation by disabled people in public life
6. Take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other people



### **Accessibility** (refer also to the School's Accessibility plan)

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

1. Make improvements to the physical environment of the academy to increase access;
2. Make written information accessible to pupils in a range of different ways
3. We must ensure that disabled pupils do not receive less favourable treatment and to do this the academies have a duty to make reasonable adjustments.

### **Gender Equality**

The general duty to promote gender equality means that we must have due regard to:

1. Eliminating unlawful discrimination and harassment and
2. Promoting equality of opportunity between men and women, girls and boys.

The duty also includes the need to consider actions to address the causes of any gender pay gap.

### **Transgender**

Transgendered people are explicitly covered by the gender equality duty. The term transgendered refers to a range of people who do not feel comfortable with their birth gender. The academies will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within academy communities.

### **Community Cohesion**

We also have a responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious and socioeconomic groups.

Strand 1 – Teaching, learning and the curriculum – with emphasis across the curriculum on the 'promotion of common values and valuing diversity', promotion of awareness of human rights and the responsibility to uphold and defend them, developing skills of participation and responsible actions

Strand 2 – Equity and Excellence – equality for all to succeed, removing barriers to access, eliminating variations in outcomes for different groups

Strand 3 – Engagement and extended services – enabling the means for pupils and their families to interact with people from different backgrounds and to build positive relations and links with different schools and communities – locally and more widely.



We recognise that our academies have a responsibility for educating students who will live and work in a country which is diverse in terms of culture, religions or beliefs, ethnicities and social backgrounds.

We understand that there are different types of schools in different communities and will promote the interaction of pupils with those in other schools/colleges where appropriate.

We understand that we already have a duty to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between people of different groups.

### **Age, Sexual Orientation, Religion and Belief**

We must ensure that we do not discriminate on these grounds.

### **Our Values and Vision**

We believe that all should have equal access to opportunities, regardless of ability, age, gender, disabilities, racial or ethnic group.

We aim to ensure that all learners are enabled and supported to make appropriate choices and achieve goals.

We wish to develop strong partnerships with external agencies to maximise the educational opportunities for all.

We celebrate and respect diversity and embed this in a wide-ranging and personalised curriculum.

We respect the religious, spiritual, cultural, and moral values of all.

We strive to make the best possible provision for all students, regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation.

We know that equality is not simply about protecting the potentially vulnerable. We seek to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation.

We value staff for their ability and potential to help us make the best possible provision for the pupils.

### **Role and Responsibilities**

This Equality Scheme will be aligned with academy Improvement / Development / Corporate Plans. Its implementation will be monitored in each academy within the SEF and other review processes, and by the Executive Board.

Each Local Governing Body will ensure that its academy complies with statutory requirements in respect of this Scheme.



The Head of Academy/College, together with the Leadership Teams, are responsible for the implementation of this Scheme, and will ensure that staff are aware of their responsibilities. Staff are expected to promote an inclusive and collaborative ethos in each academy, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for students with additional needs and maintain a good level of awareness of equalities issues.

Our students have a responsibility to themselves and others to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour.

We will take steps to ensure all visitors, including parents/carers, are adhering to our commitment to equality.

### **Publicising our Scheme**

The Single Equality Scheme will be available to all persons through the college website with a paper version available on request.