



# The Sutton Academy

## Equality & Diversity Policy

Status	<b>Statutory</b>
Responsible Trustees' Committee	<b>Trust Board</b>
Date last approved by TB	<b>20/06/2023</b>
Responsible Person	<b>Mr P Willerton</b>
To Review Date	<b>June 2024</b>
Last Amended Date	<b>June 2023</b>

The Sutton Academy will become part of 'The Challenge Academy Trust' (TCAT) during the latter stages of the 2023/24 academic year. At this point, the TCAT trust-wide policy will be adopted.

For the period between the lapse of this current policy date and the imminent partnership with TCAT, this policy will remain as valid for The Sutton Academy and all stakeholders.

## **CONTENTS**

1. Introduction
2. Overall aims of our Equality Policy
3. Application of the Policy
4. Our approach
5. Roles and Responsibilities within The Sutton Academy
6. Religious Observance
7. Our Objectives
8. The Sutton Academy Curriculum
9. Employment Provisions
10. Complaints
11. Implementation, monitoring and reviewing
12. Statutory Guidance

## 1. Introduction

1.1 The Academy seeks to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

1.2 The Academy recognises that there are similarities and differences between individuals and groups. We will strive to ensure that differences do not become barriers to participation, access and learning and we create inclusive processes and practices, where the varying needs of individuals and groups are identified and met.

1.3 The Academy will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

1.4 The Sutton Academy is committed to equality of opportunity for all employees and potential employees. The academy also recognises, respects and values diversity in the workforce and is committed to promoting and achieving equality of opportunity.

1.5 The academy will base all employment decisions on merit and the legitimate business needs of the organisation. The Trust does not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality and national origin), religion or belief (including philosophical belief), sex or sexual orientation or any other grounds on which it is, or becomes, unlawful to discriminate under the laws of England and Wales (hereinafter referred to as "Protected Characteristics").

1.6 The principles of equality and diversity also apply to the ways in which employees treat colleagues, pupils, students, parents and carers and key stakeholders such as Trustees and partners. The policy will be implemented within the framework of the Equality Act 2010.

1.7 The Equality Act 2010 harmonises and streamlines legislation that has come before it. The Act refers to protected characteristics:

- Age (relevant to staff only in our context)
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and Civil Partnership (relevant to staff only in our context)

## **2 Overall aims of the Equality Policy**

2.1 Overall, the Academy's aim is to;

- Ensure that all individuals are treated fairly and with respect
- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of access and opportunity within our academy and within our wider community
- Foster good relations between persons who share a protected characteristic and those who do not
- Remove or minimise disadvantages suffered by persons due to their protected characteristics.
- Take steps to meet the needs of persons with certain protected characteristics where these are different from the needs of other persons.
- Provide a broad and balanced curriculum for all students and take all reasonable measures to ensure that all students will have equal access to this curriculum.
- Ensure that all employment decisions are based on objective, transparent and non-discriminatory criteria.
- Ensure that conditions of service are applied fairly and do not discriminate against employees
- Ensure that all individuals are treated fairly and with respect
- Ensure that behaviour or actions are not accepted that do not adhere to these values.
- Consider equality implications before and at the time that policies are developed as well as keeping them under review on a continual basis.
- Carry out equality impact assessments to assess whether policies and / or plans are having a negative or adverse, or positive impact on specific groups of individuals.
- Ensure that all marketing activities and procurement processes meet equality and diversity best practice.

## **3 Application of the Policy**

3.1 The Academy's Equality Policy is inclusive of our whole academy community – students, staff, parents/carers, visitors and partner agencies – with whom we have engaged and who will contribute to the ongoing development of our policy and equalities work.

## **4 The Sutton Academy approach**

4.1 The Sutton Academy seeks to embed equality of access, opportunity and outcome for all members of our academy community, within all aspects of academy life.

4.2 The Sutton Academy actively seeks out opportunities to embrace the following key concepts:

- Shared Humanity. Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality.
- Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better.
- Social cohesion within our academy and within our local community.
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities.
- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society

## **5 Roles and Responsibilities within The Sutton Academy**

5.1 The Principal is responsible for the implementation of the Policy and will ensure that staff and others mentioned as follows are aware of their responsibilities and they are given necessary training and support. The Principal will carry out this responsibility by:

- Ensuring that the Trust Board, all staff, parents/carers, students, visitors and contractors are informed and comply with the Equality Policy.
- Overseeing the effective implementation of the policy.
- Ensuring staff have access to training which helps to implement the policy as part of their induction and CPD.
- Developing partnerships with external agencies regarding the policy so that the academy's actions are in line with the best advice available.
- Monitoring the policy and reporting to the Trust Board at least annually on the effectiveness of the policy and publish this information.
- Ensuring that the Academy Leadership Team is kept up to date with any development affecting the policy or actions arising from it.
- Actively challenge and take appropriate action in any case of unlawful discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance and relevant academy policies

5.2 The Trust Board is responsible for ensuring that the academy complies with statutory requirements in respect of this policy and will:

- Designate a Trustee with specific responsibility for the Equality Policy.
- Ensure that the objectives arising from the policy are part of the Academy Development Plan (ADP).
- Support the Principal in implementing any actions necessary.

- Engage with parents and partner agencies in order to inform this policy, practices and priorities.
- Effectively communicate and adopt this policy throughout the academy
- Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that the academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the academy's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Trust Board.
- Monitor and evaluate the effectiveness of the equality policy annually.
- Monitor education outcomes, incidents of harassment and discrimination and referrals by a range of criteria including protected characteristics.

#### 5.3 The Academy Leadership Team will:

- Have responsibility for supporting other staff in implementing this Policy.
- Provide a lead in the dissemination of information relating to the Policy.
- With the Principal, provide advice/support in dealing with any incidents/issues.
- Assist in implementing reviews of this policy as detailed in the ADP.

#### 5.4 The students will:

- Understand how it relates to them, appropriate to age and ability.
- Be expected to act in accordance with the Policy.
- Be encouraged to actively support the Policy.

#### 5.5 The parents/carers will:

- Have access to the Policy through a range of different media appropriate to their requirements including the website.
- Be encouraged to actively support the Policy.
- Be encouraged to attend any relevant meetings and activities related to the Policy.
- Be informed of any incident related to this Policy which could directly affect their child.

#### 5.6 The Academy staff i.e, every adult working within the academy, will:

- Promote an inclusive and collaborative ethos in the 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 awareness of equalities issues.
- Be involved in the development of the Policy and how it relates to them.
- Receive training linked to the application of this policy.

- Identify and challenge bias and stereotyping within the curriculum and the academy's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.

5.7 Relevant voluntary or community groups and partner agencies will:

- Be encouraged to support the Policy
- Be encouraged to attend any relevant meetings and activities related to the Policy

## **6. Religious Observance**

6.1 The Academy respects the religious beliefs and practices of all staff, students and their parents and carers and complies with reasonable requests relating to religious observance and practice.

## **7. Our Objectives:**

7.1 The academy is committed to promoting the welfare and equality of all its staff, pupils and other members of the academy community. To achieve this, the academy has established the following objectives:

- To promote cultural understanding and awareness of different ethnic groups and religious beliefs and increase student understanding of issues in different communities.
- To close gaps in attainment and progress between students and all groups of students; especially disadvantaged students, boys and girls and students with special educational needs and disabilities.
- To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially disadvantaged students and students with special educational needs and disabilities

7.2 Meeting our objectives. In order to meet our objectives, the academy has identified the following priorities:

- Where appropriate and practicable, curricular arrangements may be adjusted to reflect students' individual needs.
- Support all students, whatever their individual circumstances, difficulties or needs, and to ensure that full access to the curriculum is extended to all.
- The academy will work with parents/carers and any other professionals also working with the student to ensure the best possible education experience for the student.
- Religious studies should be accessible to all students. However, students may be excused from all or part of the programme at the written request of parents.

- Deal with the individual needs of all students and prospective students with disabilities as far as reasonably practicable. Statutory requirements regarding access for the disabled to new buildings are met. Where students have physical and/or learning disabilities, the academy will ensure that reasonable and practical arrangements are made to ensure that disabled students can gain access to the curriculum.
- Work effectively with local services and agencies to provide appropriate and coherent support.
- Support students who are pregnant, working with parents and other professionals to help the student to continue with her education as far as possible. If possible and where this is practical, the student will be entered for examinations and helped to continue with her education after the birth of her child.
- The academy will ensure that all members of the school community are treated equally, regardless of gender, gender realignment, or sexual orientation. The academy will promote understanding and tolerance of all these issues
- Home – Academy links are made to involve parents directly in the life and work of the academy.
- Linguistic diversity is recognised and interpretation and translation services are made available as quickly as possible, where appropriate.
- Learning support for ethnic minority students is efficient and effective
- All students will be actively encouraged to accept and respect other cultures other than their own.
- Travelling children are successfully integrated
- Travelling children with special educational needs receive appropriate support
- Travellers' cultures are affirmed to share and broaden experiences for all students.
- A copy of the admissions policy is available from the academy or on the website.
- The academy will ensure that all students have access to the broad range of extra-curricular activities.
- Clear procedures are in place so that all forms of bullying and harassment are dealt with promptly, firmly and consistently. All forms of bullying and harassment are recorded, monitored and dealt with in line with relevant policies.

## **8. The Academy Curriculum**

### **8.1 The Academy Curriculum will:**

- Ensure that curriculum planning reflects our commitment to equality in all subject areas and cross-curricular themes promoting positive attitudes to equality and diversity.
- Ensure the classroom is an inclusive environment in which students feel their contributions are valued.
- Ensure positive steps are taken to include students who may otherwise be marginalized. We take account of students' cultural backgrounds, experiences and starting points and



are responsive to students' different learning styles. All students are regularly consulted about their learning.

The academy recognises and values all forms of achievement. We will monitor and analyse student performance by ethnicity, gender, disability and special educational need and social background. Any disparities which are identified will be addressed through targeted curriculum planning, teaching and support. Any funding received to promote learning for identified groups, eg those entitled to free academy meals or not achieving desired level of attainment will be targeted to these groups. We will use our Management Information Systems (MIS) to identify and monitor these students.

The academy will ensure Personal, Social, Health and Economic (PSHE) lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

## **9. Employment provisions**

### 9.1 The Academy will:

- Ensure that all employees are recruited, trained and promoted on the basis of ability, the requirements of the job and relevant objective criteria.
- Will not unlawfully discriminate against any employee or job applicant on the grounds of race, gender, nationality, colour, ethnic or national origin, age, marital status, sexual orientation, religion, belief or disability in any matters to do with employment.
- All staff with responsibility for recruitment are required to adhere to the Academy's recruitment procedures, and will receive appropriate training. Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place so that there is no conflict of interest.
- The academy will not enquire about the health of an applicant for a job until a job offer has been made.
- In the event that a DBS certificate reveals a criminal record or other information of concern, this will be discussed with the candidate before a decision is made whether or not to confirm the offer of employment which will consider the nature of the offence, how long ago the offence was committed, the age of the prospective employee at the time, together with any other factors that may be relevant.
- The Academy will make reasonable adjustments to enable applicants with disabilities to participate fully in recruitment and selection procedures.
- As far as reasonably possible, disabled employees should be able to play a full and active role in the life of the Academy.
- All reasonable measures will be taken to retain disabled employees in employment, in consultation with the employee concerned and medical adviser(s). This may include (but is not limited to) provision of specialist equipment and training, job redesign, flexible hours, and/or redeployment to a suitable alternative vacancy. Where appropriate an outside specialist may be consulted with the agreement of the disabled employee.
- All staff will receive equal opportunities training which will be part of staff induction as well as the CPD programme.

- The Academy's pay policy, pay scales and other staff benefits and policies are published on the secure area of the website.
- Part-time staff benefit on a pro-rata basis from the same pay scales and benefits as full time staff.
- Training and development opportunities are available to all staff in accordance with the Academy's Training & Development Policy.
- In accordance with the Academy's Appraisal Policy, every member of staff is entitled to an annual review, based on objective and relevant criteria.
- The Academy has a range of employment policies and procedures (e.g. discipline, capability, redundancy) designed to ensure fairness and equity when dealing with problems which may affect people at work. These are available on the secure area of the website, and apply to all employees.
- All requests for flexible working will be considered in accordance with the statutory procedures.

## **10 Complaints**

10.1 Any member of staff who is not satisfied that this policy has been properly applied to him or her may make a complaint in accordance with the Academy's grievance procedure.

## **11 Implementation, monitoring and reviewing**

11.1 Implementation, monitoring and review are the responsibility of the Academy Leadership Team and the Trustees who have agreed and published this policy which sets out the Academy priorities and supports these with specific and measurable objectives.

11.2 The Academy will report annually on the policy and analyse whether the policy and related objectives have furthered the aims of the general equality duty and in particular educational outcomes for all within the Academy community with reference to the protected groups.

## **12 Statutory guidance**

Equality and Human Rights Commission – Services, Public Functions, and Associations  
Statutory Code of Practice

[https://www.equalityhumanrights.com/sites/default/files/servicescode\\_0.pdf](https://www.equalityhumanrights.com/sites/default/files/servicescode_0.pdf)

Equality and Human Rights Commission – Employment Statutory Code of Practice

<https://www.equalityhumanrights.com/sites/default/files/employercode.pdf>

Equality and Human Rights Commission – Equal Pay Statutory Code of Practice