ST BEDE C OF E PRIMARY
MULTI ACADEMY TRUST

Single Equalities Act

Version Control

Version	Date	Author	Changes made:
0.1	1.2.22	Sarah Rostron	Updated St Bede Academy policy to make it relevant to the Trust.

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Single Equalities

Overview

The Single Equality Act, which came into place October 1st 2010, brought together the duties that are already set out set out in our Race, Inclusion and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. At St. Bede Multi Academy Trust we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally.

Background

St. Bede Academy Multi Academy Trust caters for a range of pupils from different backgrounds, ethnic origins and cultures. Therefore, it is acknowledged that there is a need for a Race Equality policy in order to ensure an inclusive ethos which supports all children and adults, while promoting and valuing racial and cultural diversity.

Values

The Multi Academy Trust recognises that expectations affect the achievement, behaviour and status of all children and staff and, as such, places great emphasis on positive behaviour by all staff towards children and colleagues. The Trust encourages awareness amongst staff and pupils of the effects of stereotyping and discrimination and ensures that such behaviours are challenged and that the impact of them is understood.

All stakeholders in the Trust are committed to ensuring that the schools and their grounds are safe places for the children to learn and for staff to work, and willingly take on the responsibility of upholding this commitment. Directors, local governing bodies, senior leaders and staff at all levels are responsible for ensuring that this policy and its related procedures and strategies are fully implemented, and for keeping up to date with discrimination law.

Aims

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum;
- to advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations;
- to eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation;
- to recognise and celebrate diversity within our community whilst promoting community cohesion;

- to ensure that those with management responsibility and individual members of staff accept responsibility for applying the policy to everything that we do including planning, teaching and learning across the curriculum;
- to ensure that learners and parents are fully involved in the provision made by the Trust and to increase transparency;
- to ensure that within the Trust budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

Strategies to uphold these aims and values

The Trust strives to maintain equally high expectations of all pupils. Using data analysis procedures, pupil tracking and target setting process, the work of all children is monitored and account taken of the progress of all minority and gender groups in order to identify and respond to trends and patterns.

Multicultural aspects are integrated into assemblies, collective worship and classwork. All races, cultures and religions are shown in a positive light. Where appropriate, visitors may be invited, or visits arranged, to practically demonstrate aspects of other people's faiths and cultures.

We endeavour to be vigilant in order to identify and deal promptly, fairly and consistently with any form of unkindness, harassment or bullying. The established procedure is first for the relevant member of staff to deal directly and sensitively with the children involved. If this is not effective, then it is referred to a senior leader to implement the anti-bullying policy (see separate policy). Any incidents considered racial in origin are recorded on cpoms and reported to the relevant body. It is our intention to continue to deal swiftly and effectively with any such incidents.

Outcomes

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated equally and as favourably as others. The Trust will make all the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child and we will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010