



Equality and Diversity Policy

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1. POLICY STATUS AND REVIEW

Policy Owner:	Chief Finance and Operating Officer
Policy Author:	Chief Finance and Operating Officer
Approver:	Board of Trustees
Last Review:	March 2021
New Review:	August 2022
Ratified:	18/05/2021

The Board of Trustees has agreed to this Policy and, as such, it applies to the following entities:

- Boleyn Trust HQ
- Cleves Primary School
- Monega Primary School
- New City Primary School
- Ravenscroft Primary School
- Rosetta Primary School
- Shaftesbury Primary School
- Tollgate Primary School
- The London District East Teaching School Hub
- The London District East SCITT
- All new joining Academies all Schools within the Trust.

Please note that should any further national guidance be issued by external agencies that are relevant to this policy, it will be updated accordingly prior to the review date shown below and re-circulated.

Please Note:

Boleyn Trust CEO and Accounting Officer:

Tom Canning OBE

Boleyn Trust Chief Finance and Operating Officer:

Steven Lock

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Chair of the Board of Trustees

2. RATIONALE

- 2.1 The Boleyn Trust's Equality and Diversity Policy includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within the Trust's community. The Trust is fully committed to supporting and promoting article 2 of the United Nations Convention on the Rights of the Child which states that all children should have equal opportunities.
- 2.2 The Trust and its academies are committed to their duties under the Equality Act 2010, specifically the principle of equal opportunities for all pupils, staff, and members of each academy's community (including parents/carers, visitors, and partner agencies). The Trust and its academies are committed to the development of cohesive communities both within each academy's physical boundaries and within local, national, and global environments. The Trust and its academies embrace the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.
- 2.3 The Equality and Diversity Policy is underpinned by:
- The Trust's Equality Objectives (Appendix 1); and
 - Each Academy's Accessibility Plan

3. PURPOSE

- 3.1 The purpose of this policy is to set out how practice and policies within the Trust and its academies have due regard to the need to:
- eliminate discrimination, harassment, and victimisation
 - advance equality of opportunity, and
 - foster good relations between groups.

4. OVERALL AIMS

- 4.1 The overall aims of this policy are:
- To eliminate discrimination, harassment, and victimisation.
 - To promote equality of access and opportunity within each academy and its community.
 - To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities, and ethnic origins.
- 4.2 To ensure that equality and inclusive practice are embedded across all aspects of academy life the Equality and Diversity Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes.

5. CODE OF PRACTICE

- 5.1 Each Academy will publicise the following guidelines for staff and pupils to promote the Equality and Diversity Policy:

- Staff and pupils are expected to respect all persons as individuals and to honour their rights.
- Staff and pupils should behave in such a way as will promote a safe and secure environment free from unfair discrimination or harassment.
- Staff and pupils should not be prepared to tolerate unfair discrimination or harassment of others.

6. APPROACH

6.1 Pupils

- 6.1.1. Each Academy is fully committed to supporting and promoting article 2 of the United Nations Convention on the Rights of the Child, which states that all children should have equal opportunities, without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, gender identity, language, religion, political or other opinion, national, ethnic, or social origin, property, disability, birth, sexuality, or other status.
- 6.1.2 Each Academy will take all appropriate measures to ensure that the children are protected against all forms of discrimination or punishment based on the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.
- 6.1.3 The Academy will ensure equal treatment for pupils in these areas:
 - Admission
 - Attainment, progress, and assessment o Reporting
 - Curriculum, teaching and Learning o Personal Development
 - Achievement
 - Discipline

6.2 Staff

- 6.2.1 Each Academy is committed to the principle of equal opportunities for all Staff.
- 6.2.2 No job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age, sexuality, disability, trade union activity, political or religious beliefs nor be disadvantaged by any conditions or requirements of employment that cannot be justified.
- 6.2.3 The Academy will ensure equal treatment for Staff in the following areas:
 - Recruitment Selection
 - Training
 - Promotion
 - Appraisal

6.3 Community

- 6.3.1 Each Academy is committed to the principle of equal opportunities for all members

of its community, including parents/carers.

6.3.2 No community member will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age, sexuality, disability, trade union activity, political or religious beliefs

6.3.3 The Academy will ensure equal treatment for community members in the following areas:

Membership of the Local Board.

Involving parents and carers and the local community in the Academy; o Selection of suppliers of goods and services.

7. ROLES AND RESPONSIBILITIES

7.1 Board of Trustees

7.1.1 The Board of Trustees is ultimately responsible for ensuring that the Trust and its academies meet the commitments in this policy.

7.2 Headteacher

7.2.1 Each Academy Headteacher will:

- Ensure that staff, parents/carers, pupils/pupils and visitors and contractors are aware of this policy and understand their responsibilities.
- oversee the effective implementation of the policy.
- ensure staff have access to training which helps to implement the policy.
- ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it.

7.3 Local Board

7.3.1 Each Academy's Local Board will:

- ensure that this policy and its commitments are implemented within the academy.
- support the principal in implementing any actions necessary.
- evaluate and review the policy on a regular basis.

7.4 Schools Senior Leadership Team

7.3.2 Each schools Senior Leadership Team

- support other staff in implementing this Policy.
- with the Headteacher, provide advice/support in dealing with any incidents/issues.
- assist in implementing reviews of this policy.

7.5 Pupils

7.5.1 Pupils will

- act in accordance with the policy.
- be encouraged to actively support the policy.

7.6 Staff

7.6.1 Staff will:

- be fully aware of the and how it relates to them.
- understand that this is a whole academy issue and support the policy.
- make known any queries or training requirements.

7.7 Community members

7.7.1 Members of the community, including parents/carers will:

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

8. GRIEVANCE

8.1 Pupils

8.1.1 A pupil with a grievance relating to equal opportunities should normally first refer the matter to his or her Class teacher / Headteacher.

8.1.2 The grievance will be investigated, and due regard will be given to the need to offer any appropriate guidance and support.

8.1.3 If the Class teacher / Headteacher cannot resolve the grievance or if the matter is not suitable for reference to the Class teacher / Headteacher, then it may be referred to the Chief Executive Officer.

8.1.4 The Chief Executive Officer will be responsible for a final decision. A final decision is always subject to review by the Board of Trustees.

8.2 Staff

8.2.1 Any employee who considers that he or she is suffering from unequal treatment may raise a complaint through the agreed procedure for dealing with grievances included in the Staff Grievance Policy.

8.3 Community members

- 8.3.1 Any employee who considers that he or she is suffering from unequal treatment may raise a complaint through the Complaints Policy.

9. PREJUDICE-BASED INCIDENTS

- 9.1 All prejudice-based incidents should be reported using the Academy's normal incident report system. In addition, the staff member responsible for resolving the incident must complete the Academy's Accident and Incident Report Form and pass it to the Headteacher.
- 9.2 Boleyn Trust Schools convey the importance for excellent attendance and punctuality to parents, pupils, and teachers. Children quickly pick up the message that their education is important, and that their presence is essential. As part of the United Nations Convention on the Rights of the Child (UNCRC), it clearly states that every child has a right to an education. The twice-daily requirement to register pupils can and should be perceived as an opportunity for the school to receive children formally from home and serve as an introduction to the session.
- 9.3 At the Boleyn Trust we recognise that statistically pupils whose attendance falls below 97% achieve significantly less well than their peers and for that reason emphasise the need for pupil attendance to be maximised. Children are expected to attend for the full time of the academic year, unless there is a good reason for absence. There are two types of absence:
- Authorised (where the school approves pupil absence e.g., absence due to sickness, religious observance, funerals).
Unauthorised (where the school will not approve absence e.g., holidays during term time, taking children out of school without permission i.e., birthdays, parents or siblings attending medical appointments).
- 9.4 In line with our Safeguarding practices, our schools have a first day of absence calling policy to ensure we know our pupils' whereabouts.
- 9.5 This policy applies to all pupils across the Trust, including children of non-statutory school age.