



Equality Policy

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Responsible	Executive Principal/Head of School/HR	

'Raising standards and improving life chances for the young people of the communities in which we work.'

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1. Aims

The purpose of this policy is to define Nunthorpe Multi Academy Trust's (NMATs) commitment to equality, in everything we do. NMAT is committed to equality in both employment and education provision, recognising the diverse nature of our location and services. We aim to ensure that students, parents/carers, Trustees, governors, contractors, partners and visitors are treated fairly, with dignity and respect,

NMAT opposes all forms of discrimination and our policy and ethos is to promote equality to everyone, irrespective of:

- age
- disability
- gender reassignment)
- marital status
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- Carer responsibilities
- Domestic circumstances
- Trade union affiliation

2. Public Sector Equality Duty

Under the Equality Act 2020 NMAT is required to meet the Public Sector Equality Duty. As such, NMAT is required to have due regard to:

- Eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics between people who share a protected characteristic and people who do not share it..

3. Ethos and NMAT Duties

In NMAT, leaders will demonstrate mutual respect between all members of the Nunthorpe Multi Academy Trust community.

There is an open atmosphere which welcomes everyone to the Trust and seeks to foster warm, welcoming and respectful environments, which allow us to challenge discrimination and inequality and resolve conflicts peacefully and work and learn free from harassment.

The displays around our Academies are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored by the Pastoral Team and Departments.

Provision is made to cater for the spiritual needs of all children through planning of assemblies, classroom based and external based activities.

Opportunities for promoting our vision in relation to equality are met across all aspects of academy life, including the provision of extended services.

4. Curriculum

At Nunthorpe Multi Academy Trust, we aim to ensure that:

Planning reflects our commitment to quality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity.

Students will have the opportunities to explore concepts and issues relating to identity and equality.

Steps are taken to ensure that all students have access to mainstream curriculum by taking into account their cultural backgrounds, linguistic needs and learning styles.

All students have access to qualifications which recognise attainment and achievement and promote progression.

5. Resources and Materials

The provision of good quality resources and materials across the Trust is a high priority. These resources should reflect a variety of viewpoints, shall show positive images of all in society, including non-stereotypical images of all groups in the global context.

6. Language

The Trust recognises that it is important that all members of the NMAT community use appropriate language that does not; transmit or confirm stereotypes and does not offend. NMAT and all of its staff should create and enhance positive images of particular groups,

and use accurate language when referring to particular groups or individuals and will challenge in instances where this is not the case.

7. Provision for bi-lingual Students

We undertake to make appropriate provision for all EAL/bilingual children/groups to ensure access to the whole curriculum. These groups may include:

- Students for whom English is an additional language.
- Students who are new to the United Kingdom.
- Traveller children.

8. Personal Development and Pastoral Guidance

Staff will always take account of gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination and the experience and needs of particular groups such as refugee and asylum seeker students.

All students are encouraged to consider the full range of career opportunities available to them without discriminatory boundaries being placed on them due to their disability, gender, race or sexual orientation.

All students, staff and parents/carers are given support, as appropriate, if they experience discrimination.

Positive role models are used throughout the Trust to ensure that different groups of students can see themselves reflected in the NMAT community and emphasis is placed on the value that diversity brings to the NMAT community rather than the challenges.

9. Teaching and Learning

We aim to provide all students with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Provide equality of access for all students and prepare them for life in a diverse society;
- Use materials that reflect a range of cultural backgrounds, without stereotyping;
- Use materials to promote a positive image of an attitude towards disability and disabled people;
- Promote attitudes and values that will challenge discriminatory behaviour;
- Provide opportunities for students to appreciate their culture and religions and celebrate the diversity of other cultures;
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions;
- Develop student advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality;
- Ensure that the whole curriculum covers issues of equality and diversity;
- Ensure all Subject Leaders and Heads of Departments, where appropriate, promote and celebrate the contribution of different cultures to the subject matter;
- Seek to involve parents/carers in supporting their child's education;
- Provide educational visits and extended learning opportunities that involve all student groups;
- Take account of the performance of all students when planning for future learning and setting challenging targets;

- Make best use of all available resources to support the learning of all groups of students;
- Identify resources and training support staff development.

10. Learning Environment

There is a consistently high expectation of all students regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. All students are encouraged to improve on their own achievements and not to measure themselves against each other. Parents/carers are also encouraged to view their own children's achievements in this light.

Adults and NMAT Academies personnel will provide good, positive role models in their approach to all issues relating to equality of opportunity, and the Trust places a very high priority on the provision of special educational needs and disability.

All students are encouraged to be actively involved in their own learning and a range of teaching methods are used throughout NMAT Academies to ensure that effective learning takes place at all stages, for all students.

Staff Perspective

We are an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, gender or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination; intentional, unintentional, direct or indirect, overt or latent exists.

All employees, workers or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of NMAT and its academies.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in NMAT as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with Senior Leaders, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout NMAT.

We recognise the need for positive role models and distribution of responsible staff. This must include students having access to a balance of male and female staff at all key stages where possible.

We encourage the career development and aspirations of all NMAT staff, and it is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of students.

The access to opportunities to staff for personal development, is monitored on equality grounds.

All those involved in recruitment and selection of staff are trained and are aware of what they should do to avoid discrimination which ensures quality good practice throughout the recruitment and selection process.

In accordance with the Equality Act we do not enquire about the health of the applicant until the job offer has been made then all that is required is simply a generic health questionnaire as part of the application process.

Equalities policies and practices are covered in all staff inductions.

With regard to disability, we make such reasonable adjustments (as necessary) to prevent a disabled person being at a substantial disadvantage in comparison to people who are not disabled. This includes discrimination in relation to recruitment, terms and conditions, promotions, dismissals, training and employment practices (such as dress codes) and disciplinary procedures.

NMAT takes necessary action to remove barriers to inclusion and works hard to ensure safe, positive and inclusive environments. We have disabled access parking bays, disabled toilets, and offer a hearing loop and we ensure the safety and well-being of all our staff by taking seriously incidents of harassment and discrimination and will act accordingly to deal with them.

Partnerships with Parents/Carers/Families and the Wider Community

NMAT will work with parents/carers to help all students to achieve their potential. All parents/carers are encouraged to participate in a full life of the specific NMAT Academy.

Members of the NMAT academies local communities are encouraged to join in the Academy's activities.

11. Commissioning and Procurement

NMAT will ensure that we will only buy services from organisations that comply with equality legislation. This will be a significant factor in any tendering process.

We also ensure that all contract conditions require that contractors comply with the relevant legislation and with our equality policy; this is also applicable to any subcontractors.

12. Roles and Responsibilities

Nunthorpe Multi Academy Trust (Board of Trustees and Academy Local Governing Body)

- Will ensure that NMAT complies with statutory requirements of equalities legislation and that this policy; and the objectives outlined in the Equality Duty Statement at each respective Academy.
- Designate an 'appropriate person' with specific responsibility for Equality and the Board of Trustees as a whole, will support the Executive Principal in implementing any actions as necessary;
- Will review the Policy annually and the objectives every 4 years.

The Executive Principal

- Will create an environment in which individual's differences and the contributions of our staff are recognised and valued;
- Will ensure this policy is implemented and readily available to all within NMAT;
- With the support of NMAT, will monitor the policy and then report to the Board of Trustees and Governors on the effectiveness of the policy;
- Will take appropriate action in cases of harassment and discrimination.

The Head of School

- Will ensure staff are aware of their responsibilities and are given necessary training and support to implement this policy.
- Will ensure that the Senior Leadership Team (SLT) are kept up to date with any developments affecting the policy or actions arising from it.

SLT

- Are to have responsibility for supporting other staff in implementing the Equality Policy to ensure equality within each remit.
- To have responsibility for supporting other staff in implementing the Equality Policy and revision of the action plan/objectives, to ensure equality of academic outcomes for different student groups.
- Provide a lead in the dissemination of information relating to the policy.

All Trust Staff

- Are to promote an inclusive and collaborative ethos in accordance with NMAT's aims which enable students to access learning and maximise their progress.
- Challenge inappropriate language and behaviour.
- Respond appropriately to incidents of discrimination and harassment.
- Ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues.
- Will take steps to ensure all visitors to an NMAT Academy adhere to NMAT's commitment to equality.

Students

- Treat each other with respect.
- Will explore diversity with a healthy positive approach.
- Will value diversity.
- Will speak out if they witness or are subject to any inappropriate language or behaviour or feel they have been treated unfairly.

13. Monitoring and Review

NMAT academies use the curriculum, and teaching to enhance the self-esteem of all it serves and to provide a learning environment in which each individual is encouraged to fulfil his/her potential.

We collect and analyse a range of equality information for our students by making regular assessments of students' learning. NMAT uses this information to track student's progress as they move through the NMAT community. As part of this process, we regularly monitor the performance of different groups to ensure that all groups of students are making best possible progress and NMAT uses this information to adjust future teaching and learning plans, as necessary.

Resources are available to support students where the information suggests that progress is not as good as it should be.

NMAT Board of Trustees and relevant Local Governing Bodies receive regular updates on student performance information.

NMAT performance information is compared to national data and, where applicable, LA data to ensure that students are making appropriate progress when compared to all schools and to schools in similar circumstances.

As well as monitoring student performance information, NMAT also regularly monitor a range of other information. This relates to:

- Attendance;
- Exclusions and truancy;
- Racism, disability discrimination, sexism, homophobia and all forms of bullying;
- Parent/carer involvement;
- Participation in extended learning opportunities.

All monitoring activities enable NMAT to identify any differences in student performance and provide specific support as required, including Pastoral support. This allows NMAT to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

NMAT is committed to providing a working environment free from discrimination, bullying, harassment, and victimisation. NMAT will:

- Ensure that people of all ages are treated with respect and dignity;
- Ensure that people of working age are given equal access to our employment, training, development and promotion opportunities;
- Challenge discriminatory assumptions about younger and older people;
- Provide any reasonable adjustments to ensure disabled people have access to our employment opportunities;
- Challenge discriminatory assumptions about disabled people;
- Seek to continue to improve access to information by ensuring availability to appropriate resources such as hearing loop systems etc;
- Challenge racism wherever it occurs;
- Respond swiftly and sensitively to racists incidents;
- Actively promote race equality in NMAT;
- Challenge discriminatory assumptions about women and men;
- Take positive action to redress the negative effects of discrimination against women and men;
- Offer equal access for women and men to representation, services, employment, training and pay and encourage other organisations to do the same;
- Provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment;
- Ensure that we take account of the needs of all sexual orientations;
- Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible;
- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others;
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity;

- Challenge discriminatory assumptions about the pregnancy or maternity of our employees;
- Ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity;
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- Challenge discriminatory assumptions about the marriage or civil partnership of our employees;
- Ensure that no individual is disadvantaged and that we take account the needs of our employees' marriage or civil partnership.

14. Complaints

The Trust has a robust and transparent Complaints Policy and Procedure. If a complaint is made regarding equality or inclusion, the complaints process will be fairly and systematically applied.

15. The implementation, monitoring and reviewing of the Equality Policy

This policy will be published biennially and will be actively promoted and disseminated, throughout our internal communications.

Implementation, monitoring and review of this policy is the responsibility of our senior leadership team and the Board of Trustees.

The policy clearly outlines NMAT's priorities and links the priorities to specific and measurable objectives. The action plan and objectives, will be published to enable an impact assessment to be undertaken at the appropriate time within a given timescale, which in turn will help NMAT achieve the aims of the Public Sector Equality Duty.

16. Links with other policies

This Equality Policy links with the following policies:

- NMAT Accessibility Plan
- NMAT Child Protection and Safeguarding Policy
- NMAT Complaints Policy
- NMAT SEND Policy
- NMAT Sex Education Policy
- NMAT Flexible Working Policy
- NMAT Staff Leave of Absence Policy/Parental leave
- NMAT Staff Recruitment Policy
- NMAT Pregnant Students Policy
- Nunthorpe Academy Admissions Policy
- Nunthorpe Academy Anti Bullying Policy
- Nunthorpe Academy Attendance Policy
- Nunthorpe Academy Behaviour Policy
- Nunthorpe Academy Collective Worship Policy
- Nunthorpe Academy Equality Duty Statement
- Nunthorpe Academy Curriculum Policy