



ATLP Equality and Diversity – Statement of Intent

**Document Control**

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## **Equality and Diversity – Statement of Intent**

### **Statement of intent**

#### **The Equality Act of 2010 protected characteristics are:**

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The ATLP values diversity in all of its schools and across all staff.

The schools within The Arthur Terry Learning Partnership are caring schools with aims to provide a high-quality education to all our pupils within a secure and safe environment. We hope that they will leave us with confidence, positive memories and a value of their time spent at their school.

Our aims are:

To provide a secure, caring and stimulating environment in which the school and the home are partners, and in which all children will be encouraged:

- To develop their potential as unique individuals.
- To develop an awareness of their own self-worth in order that they might become responsible and self-disciplined members of society.
- To become active and independent participants in the learning process.
- To develop self-motivation and pride in their work.

The ATLP will seek to:

- Provide education in line with national legislation and local authority guidelines.
- Plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual and physical potential.
- Provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential.
- Provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

### **Roles and responsibilities**

The Governing Body will:

- Ensure that the school within the ATLP comply with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.

- Ensure that ATLP policies and procedures are developed and implemented with appropriate equality impact informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure that the school's Admissions Policies do not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of its Local Governing Bodies.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

Each Headteacher or Associate Headteacher will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any report incidents of harassment or bullying in line with DfE guidance.

Employees (including trainee teachers, volunteers and visitors) will:

- Be mindful of any incidence of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the Headteacher or Associate Headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Students will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school.
- Report any incidences of bullying or harassment, whether to themselves or to others, to their class teacher or to another member of the school staff, including support staff or lunchtime supervisors if necessary.

- Abide by all the school's equality and diversity policies, procedures and codes.

### **Monitoring and evaluation**

This policy will be monitored and evaluated on an annual basis by the Headteacher/Associate Headteacher and the Governing Body in the following ways:

- Individual attainment data will be used to measure the effectiveness of this policy on student achievement.
- Equal opportunities recruitment data.
- Ofsted inspection judgements on equality and diversity.
- Incident records related to harassment and bullying.

### **Dissemination**

We will take steps to communicate this policy to the Governing Body, Headteacher/Associate Headteacher and, as appropriate, students and parents, in an accessible format and on the ATLP/School website.

Annual equality objectives and outcomes will also be made available on the school website.

### **Enforcement**

Staff members and students who do not comply with the provisions of this policy may be subject to the disciplinary procedures/behaviour policy.