

Equality Policy

Aim of The Langley Academy Trust

To provide an outstanding education for every child in the trust through high aspirations and the principles of quality learning using curiosity, exploration and discovery.

This policy is linked to:

- Behaviour for Learning Policy (Titled behaviour policy in Primaries)
- Staff Discipline Policy Curriculum Policy
- Whistle Blowing Policy

1. Principles

All members of The Langley Academy Trust community have a responsibility to seek to ensure that The Langley Academy Trust is free from discrimination of any kind.

Issues of equality should be part of the education of all learners. In this way we can work towards mutual respect and understanding in an increasingly interdependent world.

Our Equality Policy is designed to help us positively promote each other's individual rights and our responsibilities towards others.

Our guiding principles are enshrined in the Equality Act, which came into force October 2010, replacing the Race Relations Act 1976 and the Disability Discrimination Act 1995. The Equality Act brings together nine pieces of legislation into one single Act, simplifying the law and reducing the burden on organisations by making it easier for institutions to comply with discrimination law.

2. Purposes

- To actively promote equality in all areas of The Langley Academy Trust life.
- To ensure that *all* students are given the best education in accordance with the Equality Act 2010.
- To ensure that members of The Langley Academy Trust community know their rights, and respect the rights of others.
- To ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equality issues for all members of The Langley Academy Trust community, and through our links with the local community.
- To establish strategies to enable each individual to fulfil his/her potential to ensure equality of access to the curriculum.

- To ensure that all aspects of running The Langley Academy Trust are based on the principles of equality of opportunity.
- To make sure that this policy is used consistently by all members of The Langley Academy Trust community.

3. Practices

Responsibilities for Equality

- The Directorate/Senior Leadership Team will co-ordinate the policy.
- Each member of staff should be aware of their responsibilities within the policy.
- A member of the Trustees/Governing Body should undertake a monitoring role with respect to the policy.

Communication

- The policy will be communicated via the website through the following mechanisms:
 - student/children reward system
 - website
 - staff briefings
- All staff, students/children and trustees/governors must be familiar with the policy and act in accordance with it.
- Success in all areas of The Langley Academy Trust life should be celebrated.
- Parents/carers will be made aware of the policy and its implications.

Ethos of The Langley Academy Trust

- Visitors and those who telephone or write to The Langley Academy Trust will be made to feel welcome.
- Positive links with the community are encouraged.
- Displays around The Langley Academy Trust will reflect positive images and the diversity of the community.
- Rules, rewards and sanctions are applied equally to all students/children.
- Appropriate attitudes, language and behaviour are actively promoted.
- Procedures for dealing promptly with incidents of bullying, sexual, racial and disability discrimination are in place.
- The Langley Academy Trust publications will be produced with regard to the policy.
- Planned opportunities for students/children to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum.

Access

With due reference to the resources available:-

- The learning environment should not prejudice any individual or group.

- The learning environment has been designed to ensure that all students and groups can access the range of classroom activities.
- Curriculum grouping will be decided by the Executive Principal/Headteachers and Heads of Faculties/Year leads with reference to The Langley Academy Trust's Curriculum Policy and the needs of the students/children and in consultation with those in charge of Teaching and Learning in each Academy.
- Teachers will teach and promote equality.

Spiritual, Moral, Social and Cultural Needs

- The Langley Academy Trust ensures that all students/children have the opportunity to participate in collective worship and provision is made for those whose parent wish them to be withdrawn.
- SMSC is well planned and encourages students to explore questions about meaning and purpose, values and beliefs and the multi-faith nature of The Langley Academy Trust.

Curriculum

- All students/children will have full access to the full range of the curriculum wherever possible.
- Equality issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum.
- Minority groups will be taken into account in all curriculum planning and regularly reviewed at least annually.
- Ethnic minorities of The Langley Academy Trust are taken into account in all aspects of curriculum planning and The Langley Academy Trust activities.

Resources

- Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective.

Staffing_(see relevant staffing policies)

- This is covered in Purposes see page 1
- All staff will be included in the Staff Development Policy.
- The Performance Management process reflects the principles of Equality.
- All staff have the right to request flexible working

Monitoring and Review

- A log of all reported breaches of the Equality Policy is kept.
- Review contracts of employment for clauses which ban employees from discussing their pay.
- The policy will be reviewed every year to make sure that all protected characteristics are appropriately covered and to set out clearly the position regarding claims based on association and perception. Changes should be reflected in The Langley Academy Trust Improvement Plan and reported to the Trustees/Governing Body.
- The Directorate/Senior Leadership Team will monitor the operation of this policy.

Incidents

- Strategies are in place and communicated to all staff for dealing with breaches of the Equality Policy, and all incidents will be recorded in the complaints log.
- Breaches of the Equality Policy should be reported using the complaints log and these will be treated as disciplinary issues.
- The Directorate/Senior Leadership Team will monitor the complaints log.

Other Policies

- All The Langley Academy Trust policies should be constructed with regard to the issues of Equality

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