



HuishEpiscopi

EQUALITY STATEMENT

We carefully consider and analyse the impact of Academy policies on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

A handwritten signature in black ink, appearing to read 'Chris Wade'.

Chris Wade
Principal

Commitment to Equality and Diversity:

This policy should be read in conjunction with the Equality and Diversity Policy

At Huish Episcopi Academy and Huish Sixth, (hereafter known as 'the academy'), we are fully committed to ensuring and promoting equality of education and opportunity for all students, staff, parents and carers in receipt of services from the academy, irrespective of gender, race, disability, sexual orientation or any other protected characteristics as laid out in the Equality Act 2010. We foster a culture of inclusion where differences are understood, respected and celebrated as a vital part of our increasingly diverse community.

This policy will be implemented in accordance with the relevant statutory requirements, taking into account all available official guidance and relevant codes of practice.

The academy operates equality of opportunity in its everyday practice in the following ways:

1. **Safer Recruitment:** Ensure that job applicants and employees are treated solely on the basis of ability and potential, regardless of any distinction in relation to protected characteristics or distinction through socio-economic background, trade union membership or any other inappropriate distinction.
 - 1.1 Promote diversity, equality and equity for all staff and value contributions made by individuals and groups from all backgrounds, as typified by the academy Equality and Diversity Working Group.
 - 1.2 Promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals and does not afford any unfair privilege to any individual or group.
 - 1.3 Treat part time staff fairly and equally to full time staff.
 - 1.4 Challenge inequality, inequity and less favourable treatment in all forms wherever practically possible.
 - 1.5 Promote a working environment where staff feel valued and supported, have access to sources of advice on issues arising and are encouraged to continue their professional development using the academy's training package as a starting point.
 - 1.6 Promote an environment free from harassment and bullying of any kind or on any grounds, (protected characteristics and beyond), where students, staff, parents and carers treat each other in a courteous manner.
 - 1.7 We do not discriminate against staff, students, directors or any other academy stakeholder in relation to protected characteristics, a principle which also applies to how staff, students and directors treat visitors, volunteers, contractors or any other persons in contact with the academy at any given time.

2. **Teaching and Learning:** Our vision statement strongly conveys our commitment to creating an academy that focuses on academic and character development, seeing both as equally important for success in the modern world. As such we promote equality and diversity through PSHE lessons, character development lessons, RE lessons, assemblies and themed tutor sessions. These learning sessions will also aim to prepare students for life in the hugely diverse society that is 21st Century Britain, reflecting life within and beyond our local academy community with a particular focus on protected characteristics. In our learning we will challenge all discriminatory attitudes, behaviours or prejudice. We will ensure equality of access to all learning for all students and will continue to develop a broad and balanced curriculum offer that caters to the needs of all our students.

3. **Admissions and Exclusions:** All admissions arrangements from YR7 onwards are fair and transparent. We do not discriminate in any way whatsoever with regard to admissions. Exclusions will always be based on and follow the guidelines within the behaviour policy. Additionally, we will closely monitor exclusions in relation to equality and diversity.
4. **Responsibility for Implementation:**
 - 4.1 The Principal and the Senior Leadership Team will oversee the implementation of this policy
 - 4.2 The Teaching and Learning Committee will have responsibility for quality assuring the learning for students in respect of equality and diversity.
 - 4.3 The Pay and Personnel Committee will have responsibility for quality assuring staff matters relating to equality and diversity.
 - 4.4 Academy full board will quality assure both areas termly with reports from relevant SLT members.
5. **Responsibility and Liability:**
 - 5.1 All members of staff remain personally responsible for ensuring they behave and act both within the law and within the stipulations of this policy. The Senior Leadership Team are responsible for ensuring that all staff perform their duties in a lawful and proper manner providing appropriate training as required. All forms of discrimination by any person within the academy's responsibility, (staff, students, directors), will be treated seriously. Such behaviour is unacceptable and may lead to disciplinary action being taken.
 - 5.2 All staff are responsible for ensuring correct behaviour amongst the student body with respect to equality and diversity with a particular focus on protected characteristics. Students found to be in breach of behaviour guidelines regarding protected characteristics and therefore acting in an unlawful way with regard to the Equality Act, (2010), will be sanctioned in accordance with the behaviour policy and where appropriate, will be reported to the local police.
6. **Related Policies:** All related academy policies will reflect this Equality and Diversity Policy statement.
7. **Recruitment, Selection and Promotion:**
 - 7.1 Staff and Directors involved in making appointments will ensure that in recruitment procedures any advertisements, job descriptions, short-listing and interview procedures are without any direct or indirect discrimination unless there is a specially exempt area.
 - 7.2 All applicants applying for posts at the academy will receive fair treatment and will be considered solely on the basis of ability to do the job.
 - 7.3 Staff and Directors with responsibility for recruitment will undergo appropriate training to ensure that they are able to do so without risk of discriminatory practice taking place.
 - 7.4: Promotion/advancement will be on merit/performance. All decisions related to this will be made within the overall framework of the Equality and Diversity Policy.

8. Tackling Discrimination:

Harassment has a **legal definition** in the Equality Act 2010 and may be summarised as unwanted and unreciprocated conduct related to a protected characteristic which has the purpose or effect of violating the dignity of an individual, or creates an intimidating, hostile, degrading, humiliating or offensive environment for the individual.

The harassment of any students or staff on the basis of a protected characteristic is not tolerated at the academy. Staff are expected to deal with discriminatory incidents that occur. They are expected to know how to identify and challenge prejudice and stereotyping and to support the full range of diverse needs according to an individual's, (staff and students), individual circumstances.

All incidents should be reported to the designated safeguarding lead

Dated: February 2021