



"Excellent Learning, Teaching and Leadership for All"

Diversity and Equality Policy

1. Introduction

Windsor Learning Partnership (hereafter known as the MAT) is a welcoming Multi Academy Trust where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of disability, gender re-assignment, pregnancy and maternity, race, religion or belief, gender or sexual orientation. We endeavour to promote positive relationships with parents, governors and members of the wider community.

Within Windsor Learning Partnership we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

Within the MAT we seek to:

- Eliminate Discrimination
- Advance Equality of Opportunity
- Foster Good Relations

The MAT is determined to maintain equality and fairness of treatment in all its dealings with staff and the public.

2. Valuing the diversity of the community

The MAT believes that valuing diversity means recognising the strengths, talents and needs of every individual, nurturing potential, maximising opportunities for all to contribute and ensuring no one is left behind or excluded from society.

This in turns builds an organisation and community that are productive and in which everyone feels valued for what they bring and offer to the community. The MAT's diversity and equality policy is aimed at preventing unfair and institutional discrimination and addressing the main barriers faced by groups who are at a disadvantage.

3. Statutory Framework

The MAT works within a statutory framework and has a legal responsibility to prevent discrimination and unfair treatment. The MAT particularly endorses its responsibilities under section 71 of the Race Relations Act 1976 as amended. The MAT expects all its staff, irrespective of whether they are directly employed or through agencies, to abide by this legislation and to ensure fairness and equality as part of a commitment to excellent service and employment practice. The legislative framework is set out in Appendix "A".

4. Our Aims

For students the MAT aims to:

- provide a secure environment in which all our children can flourish and achieve all five outcomes of '**Every Child Matters**' (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being);
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different groups of people regardless of protected characteristics under the law (disability, gender, race, sexual orientation, religion or belief, gender reassignment and pregnancy /maternity);
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
- publish and share our policies and impact assessments with the whole community;
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others;
- ensure that all reasonable adjustments are made to ensure equality of opportunity.

For staff the MAT aims to:

- Build a diverse workforce that, at all levels, broadly represents the community it seeks to serve, irrespective of whether they visit, live or work in the borough. It can help the organisation to plan successful strategies and is key to providing and continually improving services through responsive and sympathetic staff.
- Treat all employees and applicants for employment fairly and ensure they are not discriminated against because of their race, gender, disability, age, religion, nationality, social background or sexual preference.
- Regularly review its recruitment and selection procedure to ensure fair access to all jobs. People will be selected on merit, based solely their skills, abilities, experience and qualifications to carry out the job accountabilities of the post to the required standard for which they have applied.
- Regularly review how and where posts are advertised so that no sector of the community is excluded from finding out about the jobs available.
- Support and implement the “positive about disabled people” $\sqrt{\sqrt{\quad}}$ symbol initiative. This includes a guarantee to interview any disabled applicant who, based on his/her application form and supporting information, appears to meet the minimum requirements of the post for which he/she has applied. The MAT will, wherever reasonable and practicable, retain and/or provide equipment and facilities to retain an existing employee who becomes disabled, irrespective of whether the employee is covered by the DDA or not.
- Ensure that all employees are valued and treated with dignity and respect. Where harassment, victimisation or bullying is found in the workplace this will be confronted. The MAT has established a Dignity at Work Policy that sets out the procedures to be followed where such behaviour occurs. Every employee has a responsibility to challenge and report inappropriate behaviour. The MAT has a “whistleblowing policy” to allow employees the opportunity to raise confidentially, any matter where they believe improper action is taking place within the MAT.
- Provide fair access to training and development opportunities that provides individuals an opportunity to advance in their careers and meet the Trust’s objectives.
- Support employees who wish to use a mode of dress dictated by cultural and religious beliefs. However, where uniforms are provided or where the wearing of any apparel may conflict with health and safety regulations the relevant Manager may impose restrictions.
- Consider adapting organisational requirements or practices where they are contrary to employees cultural and religious needs e.g. allowing employees time and location to pray where this is a requirement of their religion.

5. Equal access

The MAT aims to:

Ensure equal access, fair treatment and appropriate provision to the whole community regardless of race, gender, disability, age, religion/belief, nationality, social background or sexual preference and any other reason not connected to entitlement and availability.

6. Accountability

The MAT takes its responsibilities for equality of opportunity seriously and recognises that any discrimination that exists can only be eliminated in partnership with staff.

The Chief Executive has overall responsibility for carrying out this policy and ensuring action is taken to ensure it is implemented.

All employees share the responsibility to carry out their tasks following this policy and the law. It is a condition of employment that all employees adhere to this policy. They must familiarise themselves with the policy, any related procedures and codes of practice. They must adopt appropriate behaviour towards members of the schools communities and other employees in a manner that promotes good practice in equal opportunities. They must reflect policy requirements in their written communication and publications both within and outside the organisation. Finally they must challenge discriminatory practices and any behaviour that is likely to conflict with the requirements of this policy.

Signed: _____ Date: 06 October 2016

Chair of the Board of Trustees

<i>Policy Approved by Trustees</i>	06 October 2016
<i>Reviewed on</i>	
<i>New Review Date</i>	October 2017