



## **EQUALITY AND DIVERSITY POLICY STATEMENT**

**MAY 2019**

**(VERSION 1)**

<b>Date approved by ST NICHOLAS OWEN MULTI-ACADEMY COMPANY Directors</b>	<b>13 May 2019</b>
<b>Next review date</b>	<b>May 2020</b>
<b>Body responsible for review</b>	<b>Board of Directors</b>

**This Equality and Diversity Policy has been approved and adopted by Saint Nicholas Owen Catholic Multi Academy Company on 13<sup>th</sup> May 2019, and will be reviewed again in May 2020. Signed by the**



**Chair of the Academy Company:**

**Academy to which this policy relates:**

**Signed by the Chair – St Ambrose Catholic Primary School:**

**Signed by the Chair of – St Joseph’s Catholic Primary School:**

**Signed by the Chair of– St Mary’s Catholic Primary School:**

**Signed by the Chair of – St Wulstan’s Catholic Primary School:**

**Signed by the Chair of – Hagley Catholic High School:**

**Signed by the Chair of – Our Lady of Fatima Catholic Primary School:**

## **Saint Nicholas Owen Catholic Multi Academy Company**

### **Equality and Diversity Policy Statement**

We ensure individuals involved with St Nicholas Multi Academy Company do so in an environment free from discrimination and in which no one feels under threat or intimidated. The Board of Directors will not tolerate discrimination including harassment, bullying or victimisation either directly or indirectly or treatment of any individual less favourably on the grounds of gender, marital status, race, colour, nationality, ethnic origin, different levels of ability, appearance, age, political opinion or affiliation, gender reassignment, sexual orientation, religion or belief, in the access to and provision of services, use of employees or volunteers, and we are committed to ensure equal opportunity for all.

We recognise that people from different backgrounds can bring fresh ideas, experience, perspectives and skills. We value and celebrate diversity and are committed to build and reinforce a culture where people value each other and treat each other with dignity and respect recognising that action may be needed to give everyone a chance to contribute on equal terms within our aims and purposes.

Entry to employment, promotion or change of post for employees, or the equivalent for volunteers is determined by personal merit and ability relevant to the role and our objects and ethos.

#### **The Equality Act 2010**

This policy statement above is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that the St Nicholas Owen Multi-Academy Company provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

#### **Definitions**

For the purposes of this policy statement St Nicholas Owen Multi Academy Company has adopted the following definitions:

- a. Diversity means recognising, valuing and taking account of people's different backgrounds, knowledge, skills and experiences, and encouraging and using those differences to make the way we work and learn more creative, efficient and innovative.
- b. Direct discrimination is treating a person less favourably than others due to a protected characteristic
- c. Indirect discrimination arises where there is a provision, criteria or practice is applied in the same way for everyone which then has the effect of putting someone with a protected characteristic at a particular disadvantage
- d. Harassment is the violation of a service user's dignity, or, the creation of an intimidating, hostile, degrading, humiliating or offensive environment relating to a protected characteristic.

e. Victimisation arises where someone is treated badly because they have made a complaint or helped someone else make a complaint by giving evidence.

#### Aims and objectives

1. We aim to act positively and have due regard to the need to challenge and eliminate unlawful discrimination – within our school accommodation and our community.
2. We aim not to discriminate against anyone, be they pupil, staff, volunteer, parent/carer, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of additional need or background.
3. We aim to promote the principle of fairness and justice for all through the education provision we make. We recognise that doing this may entail treating some staff and clients differently.
4. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of students.
5. We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
6. We aim to challenge personal prejudice and stereotypical views whenever they occur.
7. We value each person's worth, celebrating the individuality and cultural diversity of the communities we serve, and showing respect for all minority groups.
8. We are aware that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through our delivery of services, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

#### Operational

1. We will ensure each school makes appropriate reasonable adjustments to operating practices, equipment and premises to ensure that no pupil, employee or volunteer is put at a substantial disadvantage.
2. We seek to ensure that all pupils have equal access to the full range of education opportunities provide in our schools.
3. Each school will produce an Accessibility Plan which is part of its asset management planning and will review it periodically.
4. The Board of Directors will undertake an annual review of such plans.
5. We undertake not to discriminate unfairly against any applicant on the basis of a criminal record or other information revealed. All schools are, however, required at all times to comply with all relevant laws and regulation relating to keeping children safe in education. Safeguarding will remain paramount.
6. Where there is a limitation on the number of people to whom we can provide a service or where applicants for services, employment or volunteering exceed the number of vacancies available we ensure selection procedures are fairly applied and reflect our ability to offer the appropriate level of service or the applicants' suitability for the vacancy.

- 7. Anyone found to be discriminating intentionally or unintentionally will face appropriate action, in the case of employees or volunteers, this includes disciplinary action.**
- 8. We protect people against detriment or dismissal for raising concerns about matters within our organisation that are in the public interest.**
- 9. We are committed to provide opportunities for pupils and staff to utilise their God given gifts and talents within our Company and its schools.**
- 10. We are committed to value volunteers by providing support and training and ensuring suitability for the activities with which they may become involved, as we would employees, this includes training in the areas of our ethos, values and policies. We are committed to integrate the services of volunteers with our employees recognising the difference between employed and volunteer status.**