



Equality Duty Policy

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Trust Lead	Development Director
Signed: Chief Executive Officer	_____
Chair of Trustees	_____

Introduction

All Gallery Trust establishments recognise the benefits of having a diverse community, with individuals who value one another, and appreciate the different contributions everyone can make. The school communities includes staff, parents/carers, Local Academy Board members, Trustees, Members, volunteers, visiting professionals, job applicants and candidates.

The Gallery Trust is committed to being an equal opportunities education provider and employer, and to equality of opportunity throughout the Trust.

In the provision of equal opportunities, the Trust recognises and accepts its responsibilities under the law and opposes discrimination on the basis of protected characteristics, which includes:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation
- Marital or civil partnership status
- Age

The Trust opposes unlawful discrimination due to Special Educational Needs and Disabilities, and because English is an additional language.

The Trust aims to ensure that all policies and practices conform with the principle of equal opportunities and comply with the Public Sector Equality Duty set out in the Equality Act 2010.

The Trust and its establishments aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Through the operation of this policy the Trust aims to:

- Communicate the commitment of the Trust and each school to the promotion of equal opportunities
- Promote equal treatment across the Trust and in each school for all members of the school community

- Create and maintain an open and supportive environment which is free from discrimination
- Foster mutual tolerance and positive attitudes so that everyone feels valued
- Remove or help to overcome barriers where they already exist
- Ensure that there is no unlawful discrimination against any person on any ground listed under the protected characteristics listed above
- Make it clear that, and ensure, that all discriminatory words, behaviour and images are treated as unacceptable
- Take reasonable steps to avoid putting people with a disability at a substantial disadvantage
- Publish information to demonstrate how the Trust complies with the Public Sector Equality Duty
- Prepare and publish equality objectives.

Forms of discrimination

Direct discrimination

Direct discrimination occurs when a person is treated less favourably than another person because of a protected characteristic as set out above. For example, rejecting an applicant of one race because it is considered they would not 'fit in' on the grounds of their race would be direct discrimination. Direct discrimination also occurs when a person is treated less favourably because of their association with another person who has a protected characteristic (other than pregnancy or maternity).

Indirect discrimination

Indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of, for example, their sex or race. For example, a minimum height requirement would be likely to eliminate proportionately more women than men. If these criteria cannot be objectively justified for a reason unconnected with gender, they would be indirectly discriminatory on the grounds of gender.

Discrimination arising from disability

Discrimination arising from disability occurs when a person with a disability is treated unfavourably because of something connected with their disability and the treatment cannot be shown to be proportionate means of achieving a legitimate aim.

Equal opportunities education provider

Each school admits students irrespective of their protected characteristics and will not discriminate on these grounds in the terms on which a place is offered.

Equal access

Each school will afford all students equal access to all benefits, services, facilities, classes and subjects including all sports, irrespective of their protected characteristics, subject to considerations of Health and Safety and welfare as set out below.

Positive action

Schools may afford students of a particular racial group, or students with a disability or special educational needs, access to additional education or training to meet the special needs of the students in that group, for example, special language training for groups whose first language is not English.

Exclusions

The Trust will not discriminate against any student by excluding him or her from school, or by subjecting him or her to any other detriment, on the grounds of his or her protected characteristics.

Teaching and school materials

Efforts are made to recognise and be aware of the possibility of bias so that this can be eliminated in both teaching and learning materials and teaching styles. Materials are carefully selected for all areas of the curriculum so as to avoid stereotypes and bias.

Student interaction

All students are encouraged to work and play freely with, and have respect for, all other students, irrespective of their protected characteristics, subject to considerations of safety and welfare. Positive attitudes are fostered towards all groups in society through the curriculum, the ethos of the schools, and the vision and values of the Trust.

Bullying

The Trust has anti bullying policies and bullying is not tolerated.

Types of bullying include:

- Bullying relating to race, religion, belief or culture
- Bullying related to special educational needs and disabilities
- Bullying related to appearance or health conditions
- Bullying relating to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

Each school's anti-bullying policy contains more details about the school's anti-bullying practices.

School Uniform

Each school's school uniform policy is consistent with this policy. The same school uniform policy applies equally to all students, irrespective of their gender, gender reassignment, race, disability, sexual orientation, pregnancy or maternity, religion or belief or special educational needs and disabilities, subject to considerations of safety and welfare. Reasonable requests to alter the school uniform will be considered. The student or his or her parents should refer the matter to the Head Teacher to ensure reasonable adjustments are made to accommodate the student. This is subject to considerations of safety and welfare and the school's existing school uniform policy principles.

Students with SEND

The Gallery Trust is a Special Multi Academy Trust and all academies in the Trust publish a SEND policy which details the educational provision for students.

Each school ensures that:

- Home-school links are made to involve parents directly in the work of the school
- Interpretation and translation services are made available as quickly as possible
- Links are established within the local community
- Staff work effectively with other local services and professionals
- Learning support for ethnic minority students is efficient and effective
- Provision is made for the spiritual, moral, social and cultural education, supported by appropriate resources

Employment

This policy applies to all aspects of employment from the advertisement of jobs, recruitment, terms and conditions of employment, career development, appraisal, training, grievance and disciplinary procedures, through to reasons for termination of employment.

Applicants

The Trust accepts applications from, and recruits staff irrespective of their protected characteristics and will not discriminate on these grounds in the terms on which a position is offered. The Trust's Safer Recruitment Policy reflects its approach towards equal opportunities and is consistent with this policy.

Equal access

The Trust will afford all staff equal access to all benefits, services, facilities, and opportunities for development, irrespective of their protected characteristics, subject to considerations of safety and welfare as set out below.

Disabilities and reasonable adjustments

The Trust has an ongoing duty to make reasonable adjustments for individuals with a disability in respect of both employment and the education and associated services provided to ensure that such staff and students are not placed at a substantial disadvantage in comparison with other staff and students. Reasonable adjustments may typically include:

- Making arrangements for an individual in a wheelchair to attend an interview in an accessible ground floor room
- Rearranging the timetable to allow a student to attend a class in an accessible part of the building
- Arranging a variety of accessible sports activities.

Staff Conduct & Expectations

The expectations for staff conduct is laid out in the Staff Code of Conduct. This is to supplement an employee's terms and conditions of employment and to support the Trust's standards and expectations for staff behaviour and conduct.

Access

The Trust monitors the physical features of the premises to consider whether users of the premises with a disability are placed at a substantial disadvantage compared to other users. Where possible and proportionate, The Trust will take steps to improve access for disabled users of the premises. Each school has an Accessibility Plan.

Responsibilities

Trust & School Community

All members of the Trust and each school community are expected to comply with this policy and to treat others with dignity at all times. The Head Teacher has delegated day-to-day responsibility for operating the policy and ensuring its accessibility, availability, maintenance and review. Those working at a senior management level at each school have a specific responsibility to set an appropriate standard of behaviour, to lead by example and to promote the aims and objectives of the Trust with regard to equal opportunities in light of the Public Sector Equality Duty.

The senior management team of the Trust, and in each school, is responsible for ensuring that appropriate arrangements to monitor the performance of potentially disadvantaged individuals are in place.

Reporting and recording incidents of discrimination

If you believe that you or your child has received less favourable treatment on any of the unlawful grounds listed above, or if you feel that this policy has been breached in any way to your detriment you are encouraged to contact the Head Teacher, or at Trust Level, the Chief Operating Officer.

The Trust will treat seriously and urgently investigate every complaint and report. Disciplinary action may be taken against any member of the community who is found to have acted in contravention of this policy. The Trust's Complaints policy is available on its website.