



Esher Learning Trust

Equal Opportunities and Anti-Discrimination Policy Statement and Objectives

Status: Approved
Date of Review: Equality objectives every 4 years, **Next Review Autumn 2020.**
Annual publication of information.
Responsibility: Student Wellbeing
Date of Approval: Committee: Student Wellbeing 5 October 2016
Provision 22 February 2017
Full Governors: 8 March 2017
ELT 20 March 2017

At a meeting on 1 April 2021 the Trustees decided to review the Equal Opportunities Policy Objectives in Autumn 2021 so that the review could take account of comparative Public Sector Equality Duty statistics.

This policy statement for Esher Learning Trust (ELT / the Trust) provides guidance and a format for addressing the statutory duties of the Equality Act 2010.

This document sets out how staff and students with the following protected characteristics (previously known as equality strands) will be protected in schools across the Trust from harassment and discrimination:

This policy applies to all staff employed by, or applying to, the Trust and to all students attending, or applying to, schools in the Trust.

- Disability / accessibility

The duty to promote disability equality is owed to all disabled people which means that the Trust will have due regard to promote equality of opportunity between disabled people and other people; eliminate unlawful discrimination; eliminate disability-related harassment; promote positive attitudes towards disabled people; encourage participation by disabled people in public life; take steps to take into account disabled people's disabilities even where that involves treating disabled people more favourably than others.

There is specific disability legislation in relation to disabled staff and students and accessibility which means that the Trust will ensure that disabled staff and students do not receive less favourable treatment and to do this the Trust has a duty to make reasonable adjustments where possible.

- Gender

The general duty to promote gender equality means that the Trust will have due regard to: eliminate unlawful discrimination and harassment and to promote the equality of opportunity between men and women, boys and girls.

Transgender people are explicitly covered by the gender equality duty. The term transgender refers to a range of people who do not feel comfortable with their birth gender. The Trust will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within its school community.

- Race

The general duty to promote race equality means that the Trust will have due regard to eliminate unlawful racial discrimination; promote equality of opportunity; promote good relations between people of different racial groups. ELT schools have a clear procedure outlining how racial incidents should be dealt with: ultimately the aim is to make sure that every member of the ELT community understands that racism is not tolerated.

- Religion and belief

The Trust will ensure that there is no discrimination on these grounds

- Sexual orientation

The Trust will ensure that there is no discrimination on these grounds

Aims

- to communicate the Trust's commitment to equality which permeates all ELT school policies and practices
- to ensure that everyone who belongs to, or comes into contact with, the ELT school community is valued and respected
- to promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- to comply with statutory duties under equalities legislation in one document, so that:
 - every student has opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
 - every student is helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities
 - every student develops the knowledge, understanding and skills that they need in order to participate in Britain's culturally diverse society and in the wider context of an interdependent world.
 - the Trust has a consistent and equitable approach to the appointment of all staff and volunteers

All members of the ELT school community have a duty to act if staff, a student or students are being discriminated against for any reason

Guidelines / Objectives:

The above characteristics will not be used to

- distinguish between groups of students e.g. registers, exam entries, rewards and sanctions, educational opportunities
- distinguish between groups of staff throughout the recruitment process
- distinguish between groups of staff applying for promotion and
- Subjects or activities will not be reserved for any one gender or ability group of staff or students
- ELT staff and students will be trained to recognise the individual's right to equal opportunities
- ELT schools will take positive steps to enable staff and students to work with and learn from people with mental and physical disabilities and those from other cultures
- ELT staff and students will be encouraged and guided to appreciate the richness of cultural diversity and share with each other their own heritage and culture in an appropriate setting

Procedure for dealing with prejudicial discrimination:

Students will be made aware initially of the of the impact of their actions of their actions by their class teacher / tutor / Head of Year;

Staff will be made aware by their line manager;

who will:

- Identify, interpret and understand the issues
- Acknowledge that an offensive remark or act has been witnessed
- Sanction and counsel the student/member of staff as appropriate and in line with either the school's anti-bullying and behaviour policies or the application of staff personnel policies
- Counsel and comfort the student or staff member discriminated against
- Make a written record of what has taken place and the action taken