



Aldridge Education Equality and Diversity Policy

Policy Title:	Equality and Diversity Policy
Version:	Final
Approval:	10 th April 2017
Date of Next Review:	April 2020

Aldridge Education Equality and Diversity Policy

1. Background

- 1.1.1 This policy represents a Trust-wide commitment to equality and diversity enshrined in a common set of values, principles and standards. It sets out the responsibilities for communication, implementation and monitoring of the principles set out in this policy.
- 1.1.2 It is expected that each academy will have its own equality and diversity policy that reflects the particular character of the academy but which accords with the approach taken in this Trust-wide policy.

2. Aims & Objectives

- 2.1 The aim of this policy is to ensure that the Trust's commitment to equality of opportunity for all of its students, parents, carers, governors, staff, contractors and visitors is demonstrated in practice, thereby supporting the moral purpose and values that Aldridge Education holds.
- 2.2 Apart from a general commitment to equality and diversity the policy specifically covers the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.
- 2.3 The objectives of this policy are to:
- Proactively promote equality of opportunity for all
 - Prepare students for life in the diverse communities in which they study, work and live
 - Eliminate all forms of indirect and direct discrimination, bullying, harassment, victimisation or other forms of oppressive behaviour
 - Ensure that equality and diversity are embedded in Trust and academy policies, procedures and practices
 - Ensure that reasonable adjustments are made and, wherever possible, barriers are removed that limit access to our services
 - Ensure that suppliers and providers of goods and services to the Trust and individual Academies adopt an equality and diversity policy that is consistent with this Policy.

- Establish monitoring arrangements and processes for target setting and measuring the impact of equality and diversity actions in delivering our Trust's vision and goals

3. Communication of this Policy

- 3.1 This policy will be published on the Trust's website and will be communicated to all staff and students through briefings, newsletters and other forms of regular communication.
- 3.2 The policy will be communicated to suppliers and providers of goods and services where required in procurement exercises.
- 3.3 The policy will be referenced in other policies where relevant.

4. Responsibilities

- 4.1 Trustees are responsible for ensuring that the Trust meets its legal obligations in respect of the Equality Act 2010 and any Equalities legislation, that its policies are developed, implemented and monitored across all academies within the Trust and that information on performance against this policy is reported to the Board.
- 4.2 Principals and Executive Principals are responsible for ensuring that all staff and students within the academy are aware of the Trust's policy on equality and diversity, promote adherence to the policy as part of the Trust's value system and challenge any incidences of inequality.
- 4.3 All staff, teaching and non-teaching alike are responsible for complying with this policy, for promoting equality and diversity in all aspects of the school's work and for challenging any incidences of inequality.
- 4.4 Students are responsible for upholding the principles of this policy and for respecting others at all times.

5. Monitoring and Review

- 5.1 This Equalities and Diversity Policy has been approved by Aldridge Education's trustees and will be reviewed every three years.
- 5.2 Over time an Equalities and Diversity Action Plan will be developed and reviewed by the Board with reports on compliance being made at least on an annual basis.