



# Equality, Diversity & Inclusion Policy

October 2023

Document Type	Published online and available to all staff
Last Revision Date	October 2023
Next Revision Date	October 2026
Owner	COO
Author	Trust HR Team
Version	2.0
Status	Approved at Audit, Finance and Risk committee 2023

## Contents

## Page No.

1.	Introduction	3
2.	Scope	4
3.	Purpose	4
4.	Our Commitment	4-5
5.	British Values	5-6
6.	Religious Observance	6
7.	Breaches of this Policy	6
8.	Review	6
	Log of Changes to document	7
	Appendix 1	8

# 1. Introduction

Mowbray Education Trust is committed to providing high quality teaching and learning for our students. We value and promote equality, diversity and inclusion throughout our Trust staff who then embed this into our students' everyday values. Where possible we aim to raise awareness and educate everyone within the Trust on discrimination and exclusion and its impacts.

We aim to create a culture that does not stand for discrimination or harassment, a culture in which individuals are valued, respected and recognised. We want each of our employees to feel respected, for the variety of skills, knowledge and experience they bring to the Trust. Those skills in which contribute towards a high quality, teaching and learning environment for our students.

Mowbray Education Trust aims to create a workforce that is representative of all communities. We highly value diversity and inclusion and are committed to drawing on different perspectives and experiences of individuals. We will take positive action to address any under representation in the student or staff profile, and to tackle any gaps in the success, retention, or achievement rates for any equality group. We will also work to eliminate any barriers that might inhibit the success or progression of any groups of students or staff therefore promoting equal opportunities.

The principles of non-discrimination also apply to how we expect our stakeholders to treat each other, this includes: employees, students, parent, carers, governors, trustees, visitors, customers, suppliers and former employees regardless of whether the legal protection of a protected characteristic applies.

It is unlawful to discriminate against or treat someone less favourably based on the protected characteristics. (Equality Act 2010)

The Equality Act 2010 describes these as:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

As a Trust it is our duty to:

- Promote dignity and respect and where possible reduce discrimination, harassment and victimisation.
- Create a culture that promotes equal opportunities and reduces discrimination to ensure each person is treated with equal value.

## 2. Scope

This policy covers all employees of the Trust, including consultants, contractors, trainees, casual workers and agency staff. It also applies to students, parents and carers, governors, trustees, volunteers and visitors.

The purpose of this policy is to set out how we will put our commitment into action and comply with the law, to ensure that equality, diversity and inclusion is promoted in our Trust. We oppose all forms of unlawful and unfair discrimination and will tackle any discriminatory attitudes and behaviour.

This policy and the principles within it apply to all activities across the Trust. These include but are not limited to admissions, exclusions, design of curriculum and schemes of work, teaching and learning, assessments and examinations, use of resources, all employment policies and practices and governance.

This commitment includes training headteachers, managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

## 3. Purpose

The Trust Board has overall responsibility for the effective operation of this policy and for ensuring compliance with equality legislation. Day-to-day operational responsibility has been delegated to the Managers and Headteachers.

All senior leaders, employees, governors and trustees must set an appropriate standard of behaviour, lead by example and ensure that they and those in their setting, adhere to the policy and promote our aims and objectives with regard to equality, diversity and inclusion.

All students, parents and carers, volunteers, and visitors have a duty to act in accordance with this policy and not to discriminate against or harass others, always treating people with dignity and respect at all times. They should also support the Trust in meeting its commitment to provide equal opportunities for all and promoting diversity in the workplaces and the community.

## 4. Our Commitment:

Mowbray Education Trust is committed to building and maintaining an inclusive and supportive environment where we can be valued for our personal qualities and contributions. We are committed to:

- Promoting positive relationships across the Trust being inclusive to those who share a protected characteristic and those that do not.

- Valuing and celebrating our differences and promoting equality and inclusion.
- Ensuring that our curriculum, schemes of work and policies are accessible to all students and that they are educated on the importance of supporting equality, diversity and inclusion.
- Removing obstacles and barriers that those who share a protected characteristic may be affected by. In doing so, the Trust will examine both the impact on individuals and on groups.
- Challenging stereotypical views and personal prejudices.
- Thinking about the language that we use, including informal communications and online messages.
- Encouraging participation in activities by taking positive action to help overcome disadvantages for those who share a protected characteristic.
- Creating an understanding that all employees as well as their employer can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against colleagues, visitors, students and any external clients.
- Taking seriously all complaints of bullying, harassment, victimisation and unlawful discrimination by employees, colleagues, visitors, students and any external clients.

Our whole Trust objectives are to:

- Publish and share our policy with all stakeholders to show compliance with Equality, Diversity and Inclusion.
- Analyse appropriate data to ensure compliance with legislation.
- Train our students, employees, governors and trustees in equality diversity and inclusion and make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Raise achievement levels for our students who are eligible for pupil premium funding.
- Raise achievement levels for our students with special educational needs.
- Reduce the levels of homophobic, sexist and racist language used by students.
- Publish information about how we are progressing towards our objectives.

## **5. British Values**

The Trust will aim to promote the spiritual, moral, cultural, mental and physical development of all students to prepare them for the opportunities, responsibilities and experiences of life in a world where we value individual liberty, democracy, the law, mutual respect and tolerance. Our students will meet, live and work with people of different cultures, religions, languages, and ethnic origins. We are committed to providing equal opportunities for all and recognise that preparation for life in a diverse society is relevant to everyone.

In addition, these British Values are also promoted at various times in and across the curriculum throughout the year. The curriculum offer at the Trust is broad and balanced, complies with current legislation, and provides a wide range of subjects to prepare students for the opportunities, responsibilities and experiences in Modern Britain. It actively promotes fundamental British Values, and extends beyond the classroom via a wide range of visits and experiences, engaging them in extracurricular activity and volunteering in the local community, and promoting tolerance of and respect for people of all faiths, cultures, and lifestyles through effective spiritual, moral, social, and cultural development. It is supported by a well-rounded programme of assemblies and tutorials which offer clear guidance about the aforementioned values.

## **6. Religious Observance**

We respect the religious beliefs and practice of all employees, students, and parents/carers, and comply with reasonable requests relating to religious observance and practice.

## **7. Breaches of this policy**

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the Grievance Procedure. People who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under the relevant procedure.

Any person who is found to have committed an act of discrimination or harassment will be subject to relevant action in line with the MET Disciplinary Policy & Procedure. Such behaviour will not be tolerated and we will take a strict approach to serious breaches of this policy.

## **8. Review**

This policy is reviewed every 3 years by the Trust. We will monitor the application and outcomes of this policy to ensure it is working effectively.

## Log of Changes to Document

Version	Date	Page	Change	Who:
V1.0	Oct 2019	Whole document	Original document for Trust Board approval	Group HR Manager
V1.0	31.10.19	Whole document	Approved	MET Trust Board
V1.0	02/02/20		<p>Following feedback from Unions and agreed with the Group Operations Manager.</p> <p>Moved Section 5 Protected Characteristics to Introduction.</p> <p>Added line under section 2 – Scope.</p> <p>Section 8 – Breaches of Policy – tightened this up to add Grievance Procedure.</p> <p>Re-numbered sections to incorporate changes.</p>	Group HR Manager
V2.0	Sept 2023	Whole Document	<p>Title Change to Equality, Diversity &amp; Inclusion Policy</p> <p>Table at front of document updated.</p> <p>Mention of all schools removed after contents page.</p> <p>Sections renumbered.</p> <p>Section 1 – Introduction amended and 1 paragraph added in and amended, Reworded</p> <p>Section 2 – added paragraph.</p> <p>Section 3 – Title amended.</p> <p>Section 4 – Title amended and additional bullet points added in.</p> <p>Previous Section 6 removed and added into appendices.</p> <p>Section 7 – slightly amended.</p> <p>Section 8 – amended review to every 3 years.</p> <p>Appendix 1 – Types of discrimination added.</p>	Trust HR Team

## Appendix 1 – Types of discrimination:

### Types of discrimination

- Discrimination may be direct or indirect and it may occur intentionally or unintentionally. Discrimination is defined as:-
- **Direct discrimination** occurs where someone is treated less favourably because of one or more of the protected characteristics (as set out above).
- **Indirect discrimination** occurs where we apply the same rules or practices to everyone, but that this has the effect that someone with a protected characteristic is disadvantaged or puts them at a particular disadvantage. This means that treating everyone in the same way will not necessarily mean that we are achieving equality.
- **Harassment** is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Victimisation** is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.
- **Associative discrimination** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.
- **Perceptive discrimination** is where an individual is directly discriminated against or harassed based on a perception that a person has a particular protected characteristic, irrespective of whether they do have that protected characteristic.
- **Third-party harassment** occurs where an employee is harassed and the harassment is related to a protected characteristic, by third parties such as parents and carers, clients or customers.