



# **EQUALITY, DIVERSITY & INCLUSION POLICY 2023 - 2026**

**Approved by Board of Directors: July 2023**

**Review Date: July 2026**

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*Note: 'Trust' is referred to in the policy, this term includes all our schools in our Trust*

## **SCOPE**

This policy is applicable to all employees, pupils, parents/carers, visitors and contractors.

## **TERMS**

**Equality** means treating people fairly, ensuring they have equal opportunity to achieve their desired outcomes.

**Diversity** is valuing individuals for the different perspectives they have to offer.

**Inclusion** is a universal human right that aims to embrace all people irrespective of their background. It is when people feel respected, valued, safe, trusted and have a sense of belonging which enables people to be their best selves, do their best work, and add value to the team or group.

## **PURPOSE**

Our Trust values are linked closely with our commitment to equality, diversity and inclusion (ED&I) in the community we serve. We strive to work collaboratively, drive inclusivity, show compassion, be truthful and respectful.

We are committed to promoting equality and diversity and preventing discrimination. Importance is given to not only eliminating discrimination but also promoting and increasing understanding and appreciation for diversity within the Trust and wider community. We are committed to supporting the development of a highly educated, productive and safe society in which children and adults flourish and succeed, whatever their background.

The Trust's ED&I Policy represents a commitment to a common set of values and objectives. All schools within the Trust are committed to advancing and achieving equality of opportunity for all pupils, parents/carers, employees, governors and visitors. We strongly believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

Our commitment is for our workforce to be truly representative of all sections of society; we recognise that diverse teams bring positive benefits and that pupil outcomes can be positively impacted by having teachers, support staff and leaders who represent them.

This ED&I Policy for the Trust brings together all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability and is in line with the Public Sector Equality Duty.

## **RISE EQUALITY STATEMENT**

Rise Multi Academy Trust is committed to promoting equality, valuing diversity and creating a scandalously inclusive Trust. We are determined to ensure all our stakeholders flourish and succeed.

We aim to foster a culture where all are valued and respected. We acknowledge and celebrate all protected characteristics. We endeavor to remove all barriers to learning and participation.

Our ED&I Policy and objectives are integral to all that we do. Our vision for ED&I is simple, we aim to create an environment where everyone has a seat at the table, where everyone has a voice and where everyone belongs.

## **PRINCIPLES**

The aim of this policy is to:

- Develop an ethos which respects and values all people
- Actively advance equality of opportunity
- Prepare pupils to embrace a life in a diverse society
- Promote good relations amongst people within the school's community and the wider communities within which we work

- Eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour across the Trust
- Deliver equality and diversity through our school policies, procedures and practice
- Make reasonable adjustments and do our utmost within available resources to remove barriers which limit or discourage access to school provision, activities or employment
- Take effective action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations
- Monitor the implementation of equality and diversity within the schools

At Rise Multi Academy Trust we welcome our duties under the Equality Act 2010. The Trusts general duties, with regards to equality are 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

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Age (adults only)
- Disability
- Gender reassignment (we will refer to this as Gender Confirmation)
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The list above is not exhaustive.

We oppose and avoid all forms of unlawful discrimination. This includes in:

- Admissions
- Curriculum
- Uniform
- By Association
- Perception
- Policies
- Pay, benefits and terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other developmental opportunities

The list above is not exhaustive.

## **ROLES AND RESPONSIBILITIES**

The **Trust Board** is responsible for approving this policy and ensuring it is applied fairly and consistently across the Trust.

The **CEO** is responsible for ensuring that all stakeholders adhere to this policy and that breaches are managed quickly, effectively, fairly and consistently.

The **HR Department** is responsible for ensuring that all employees are aware of this policy and the team will ensure that this policy is implemented fairly and consistently.

**Leaders** must ensure they implement this policy fairly and equitably, seeking guidance, clarification and support as and when required.

**All employees** must be willing and able to access appropriate learning and development, ensuring their knowledge, skill and expertise is up to date and their statutory and mandatory training needs are met within the specified timescales. Employees are responsible for promoting equality and diversity, actively responding to any incidents of unfair discrimination related to the protected characteristics perpetrated by pupils, staff or visitors.

**Pupils** are responsible for respecting others in their language and actions

## **OUR COMMITMENT**

Rise Multi Academy Trust commits to removing disadvantage by:

- Openly welcoming applications from people with protected characteristics
- Providing equality, diversity and inclusion networking and communication
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions are recognised and valued.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by pupils, employees, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Making 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.
- Ensuring all learners have equitable access to a rich, broad, balanced, inclusive and relevant curriculum that allows for a range of different learning styles.
- Reviewing policies, practices and procedures when necessary to ensure fairness, and also update them to take account of changes in the law.
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion
- Using contextual data to improve the ways in which we provide support to individuals and groups of pupils.
- Ensuring all pupils have the opportunity to take a full and active role in school life, including the full range of extra-curricular activities, in order to prepare them for life in a diverse society.
- Promoting Rise values that will challenge discriminatory behaviour or prejudice and promote the principles of fairness and justice for all.
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.

## **DEALING WITH PREJUDICE**

Rise Multi Academy Trust does not tolerate any form of prejudice-related incidents. Whether direct or indirect, we treat discrimination against all members of our Trust with the utmost severity. When an incident is reported our Trust will ensure appropriate action is taken; Our Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair

## OBJECTIVES 2023 – 2026

### Pupils Flourish

To close the achievement gap by ensuring there is no significant difference in the attainment made by different groups of learners

### Schools Flourish

To ensure equality and diversity is evident through a broad and balanced curriculum

### Staff Flourish

To work proactively and dynamically to foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it

### Trust Flourish

To address under-representation of people with different protected characteristics including at Trust Board, governance and senior levels.

	Aims	Baseline 2023	Outcome 2026	Tasks
<b>PUPILS FLOURISH</b>  To close the achievement gap by ensuring there is no significant difference in the attainment made by different groups of learners	More disadvantaged pupils meeting national expectations in yr 1 psc and KS2 RWM	July 2023 data	There are no significant gaps	<ul style="list-style-type: none"> <li>Identify disadvantaged pupils</li> <li>Identify individual barriers to learning</li> <li>Set ambitious targets</li> <li>Ensure all pupils receive entitlement to quality for teaching</li> <li>Provide quality interventions (academic, attendance) where attainment falls below expectation</li> </ul>
	Ensure every child, regardless of their characteristics, receives their entitlement to high quality teaching		The potential for unconscious bias is minimised through tight teaching and learning policies	<ul style="list-style-type: none"> <li>Ensure excellent teacher subject knowledge</li> <li>Consistent behaviour management</li> <li>High quality feedback</li> <li>Accountability for pupil progress</li> </ul>
	All pupils are entitled to experience wider opportunities which will prepare them for life in modern Britain		All pupils will have had access to the pupil charter	<ul style="list-style-type: none"> <li>To create a pupil charter that establishes the experiences that all pupils are entitled to during their time at primary school</li> </ul>
<b>SCHOOLS FLOURISH</b>  To ensure equality and diversity is evident through a broad and balanced curriculum	Ensure that materials used in school promote equality and diversity		Pupil's attitude and actions reflect a tolerant view of those around them who they may perceive as 'different'	<ul style="list-style-type: none"> <li>A calendar of ED&amp;I campaigns and celebrations is made available to the Trust along with resources</li> <li>School website imagery refresh to be undertaken with a specific focus on inclusive imagery</li> <li>Hold assemblies dealing with relevant issues, inviting in external speakers to</li> </ul>

				contribute – e.g. priests from different cultures
	The protected characteristics are mapped across each school's curriculum	There is no map	There is no form of discrimination that is tolerated and that stakeholders show respect for those share the protected characteristics	<ul style="list-style-type: none"> <li>Identify the protected characteristics and understand what that means for each curriculum subject</li> <li>Identify where we explicitly teach the characteristics</li> <li>Visualise the use of the characteristics in school materials</li> <li>Developing understanding about differences and valuing diversity through partnerships with other schools locally, nationally and internationally</li> </ul>
	Schools to provide an inclusive front of house, so that all stakeholders, so that everyone feels part of the community		All our schools have a creative ED&I display in their entrance	<ul style="list-style-type: none"> <li>Schools to provide a welcoming front entrance which embraces ED&amp;I</li> </ul>
<b>STAFF FLOURISH</b>  To work proactively and dynamically to foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it	To embed the knowledge related to ED&I in all our employees	No specific equality and diversity training	All employees have an understanding of equality and diversity	<ul style="list-style-type: none"> <li>To assign the Ihasco E&amp;D module to all staff</li> <li>Deliver annual ED&amp;I training events to line managers, the session will be recorded or those that cannot attend</li> <li>ED&amp;I to be a key component within teacher training days at the start of the academic year</li> </ul>
	Demonstrate our commitment to equality, diversity and inclusion to prospective candidates via an ED&I statement	No statement in place	Yearly revision on the ED&I statement	<ul style="list-style-type: none"> <li>To develop a statement which is short and sharp, which is displayed and embed in schools and is on all our key external recruitment documents</li> </ul>
	To have an active E&D network, where there is diverse representation of the work force	No networking group at present	Active networking groups, making positive impact on the Trust	<ul style="list-style-type: none"> <li>Commit to termly ED&amp;I meetings</li> <li>Action plan in place to really embed ED&amp;I in the workplace</li> </ul>

	Ensure that all interview questions have an equalities question for all candidates	Inconsistency in questions related to ED&I asked in interviews	Just like a safeguarding question, equality and diversity question will also be asked	<ul style="list-style-type: none"> <li>• Development of a suite of ED&amp;I questions for interviews shared in schools and saved in SharePoint</li> </ul>
	To increase the representation of UKME/GME staff and leaders in the workforce	Unable to attract a diverse work force	20% of staff to be from UKME/GME backgrounds	<ul style="list-style-type: none"> <li>• To get E&amp;D data from all employees</li> <li>• Advertise on diversity job boards</li> <li>• Research and use platforms to reach those from a UKME/GME background</li> <li>• Build relationships with universities who have a diverse student base</li> </ul>
<b>TRUST FLOURISH</b> To address under-representation of people with different protected characteristics including at Trust Board, governance and senior levels.	Ensure the Board and LGCs are more representative of Trust they serve	No ED&I data currently kept	The board and Senior Leaders	<ul style="list-style-type: none"> <li>• Obtain ED&amp;I data about our governors/trustees</li> <li>• Actively recruit directors to meet representation needs</li> <li>• Governor recruitment advertising to include an equality, diversity and inclusion statement</li> </ul>
	Continue to improve accessibility across the schools for pupils, staff and visitors with disabilities		A rolling programme of improvements with accessibility in the Trust is working well	<ul style="list-style-type: none"> <li>• Building reviews by the Head of Estates</li> </ul>