



The
Rise
Partnership
Trust
Love • Learn • Laugh

RPT Equality & Diversity Policy

Approved	September 2022
Review date	September 2023

Legislative Responsibilities and Duties:

This policy contains information about how RPT ensures it meets its obligations under the public sector equality duty by having 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

The policy meets the requirements under the following legislation:

The equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.

The Equality Act 2010 (specific duties) Regulations 2011, which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

General duties

Schools must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act; by removing or minimising disadvantages
- Advance equality of opportunity between people, who share a protected characteristic and people who do not; by taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Foster good relations between different people who share a relevant protected characteristic and those who do not.

Having due regard involves thinking consciously about how RPT's existing and proposed policies and decisions impact on equality.

The Equality Act 2010 clearly states that the following groups must be taken into Account. People identified in the following groups are considered to have a protected characteristic:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy or maternity
- Race
- Religion or belief
- Sexual orientation

RPT's specific duties

The Equality Act 2010 requires schools to comply with 2 specific duties

- Publication of information: Since April 2012 every school must publish information to show it is complying with the duty and at least on an annual basis after that
- Equality objectives: Schools must prepare and publish one or more objective, which further the three aims of the Equality Duty. Individual school aims are available.

We aim to:

- Provide a secure environment in which all our pupils can flourish and achieve.
- Include and value the contribution of all families
- Improve our knowledge and understanding of anti-discriminatory practice, promoting equality and valuing diversity
- Prepare young people for life in a diverse society
- Actively challenge discrimination and disadvantage

To achieve these aims we will:

- Use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- Ensure that the curriculum makes explicit and implicit provision to promote and celebrate diversity
- Have high expectations

Admissions

- We reflect the diversity of members of our society in our publicity and promotional materials
- We provide information in clear concise language
- We develop individual plans to ensure all of our pupils can participate successfully
- We take action against discriminatory behaviour by staff or parents. Displaying of hate insignia, material, name calling, or threatening behaviour are unacceptable and will be dealt with in the strongest manner.

Employment

- Posts are advertised and all applicants judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and criminal records checks.
- All job descriptions include a commitment to equality and diversity as part of their specifications.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish
- We ensure that our Induction processes make clear our commitment to anti discriminatory behaviour and practice

Curriculum

The curriculum offered in RPT schools encourages young people to develop positive attitudes about themselves as well as to people who are different from themselves.

We do this by:

- Making children feel valued and good about themselves
- Ensuring young people have equality of access to learning
- Recognising each young person's skills and needs and planning accordingly for them
- Reflecting a wide range of community in the resources offered
- Avoiding stereotypes or derogatory images
- Creating an environment of mutual respect
- Ensuring that all young people have opportunities to develop cultural capital

Commitment to implementation

Headteachers are responsible for ensuring their school delivers in all areas of this policy.

All staff are responsible for implementing this policy.

The board of trustees will provide leadership for the development and review of RPT's equality policy

All team leaders will be accountable for behaviour within their teams.