



Equality, Diversity and Inclusion Policy

This policy has been adopted by the Board of Directors of Pathfinder Multi Academy Trust and is applicable across all schools that make up the Trust. In line with the MAT's Scheme of Delegation, this Policy must be duly applied by each Local Governing Committee and the Headteacher of each school that is part of Pathfinder Multi Academy Trust.

Where there are specific details or any discretions in the policy that apply to an individual school or Local Governing Committee this has been made clear within the wording of the policy.

This policy will be reviewed formally by the MAT Board of Directors in line with the agreed timetable for policy review or sooner as events or legislation changes require.

Date Adopted: **July 2021**

Date for Review: **July 2022**

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1 Introduction

Pathfinder Multi Academy Trust is committed to creating and maintaining a positive and supportive working environment for all staff. We value and respect the diversity of our staff and welcome our duties under the Equality Act 2010. Our schools are communities where we help and support each other, reinforcing and promoting our shared ethos and values in all we do. We believe in the strength of positive and purposeful school communities, underpinned by supportive leadership at all levels.

We are committed to being inclusive as a diverse population of both pupils and staff and see this as one of the Trust's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all our schools' activities.

This policy applies equally to current and prospective members of our school communities.

2 Purpose

The aims of this policy and the Trusts ethos as a whole are to:

- Promote equality of opportunity for all members of our school communities
- Comply with the equality obligations contained in the Equality Act 2010
- Provide a learning environment where all individuals through the Equal Opportunities Policy and other School policies such as PSHE, feel valued and feel they have a sense of belonging
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide and promote positive information about the diversity of UK society
- Actively challenge discrimination and ensure that all members of the School community learn from these experiences
- Embed inclusion through all our activities
- Provide equality, fairness and respect for all of our pupils and those in our employment

3 Roles and responsibilities

Equality of opportunity and non-discrimination applies to the treatment of all members of our school communities. All members of staff have a duty to support the principles of equality and diversity outlined in this document.

4 Links with other policies and documents

Although this policy is the key document for information about our approach to equalities we ensure that this is embedded in all of our Policies and planning. We will publish our policy on the Trust website and raise awareness through our communications.

5 Organisational commitment

The Trust is committed to promoting and developing inclusion and equality of opportunity and will seek to do this by:

- Communicating our commitment to equality and diversity to all members of our community
- Ensuring all staff and students are aware of the aims of this policy
- Briefing for staff and students on the Equal Opportunities Policy
- Developing, monitoring, evaluation and review mechanisms of school policies and procedures and decision-making
- Demonstrating our zero-tolerance attitude towards discrimination by taking all allegations seriously
- Involve, where reasonably practicable, all members of our school communities in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- Publish and share policies with our school communities
- Collect and analyse data to monitor any potential disadvantage
- Overcome any potential barriers in recruiting and developing staff
- Ensure the wider school curriculum promotes and celebrates equality and diversity
- Operate a clear zero-tolerance policy towards abusive or discriminatory behaviour
- Work in partnership with staff, families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination
- Encourage equality, diversity and inclusion in the organisation
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
- 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.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Each school within the Multi Academy Trust will have four equality objectives specific to the circumstances of the school.

6 Dealing with discrimination

We do not tolerate any form of prejudice or discrimination within our Trust. We treat all instances of discrimination extremely seriously and any such allegations will be fully investigated and appropriate actions taken in accordance with the relevant policies and procedures.

If you experience or witness any form of prejudice or discrimination within a Pathfinder school, this should be reported to the headteacher as soon as possible.

The equality, diversity and inclusion policy is fully supported by senior management.