

Hill Avenue Academy

**In Association with:
Manor Multi-Academy Trust**



Equality and Diversity Policy

Hill Avenue Academy School

Equality Information and Objectives (public sector equality duty) statement for publication

Legislation: The Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2011.

1. Introduction

The Board of directors of Hill Avenue Academy is committed to the principle of equality of opportunity for all in employment and in the provision of teaching and learning. We take pride in our increasingly diverse community and all the cultural richness that it brings with it.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in the social and cultural life of the school. It also sets out our commitment to promote equality and diversity among our pupils, their families and our staff.

2. Statement of Intent

The Board of directors recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community we serve and our workforce. The Board of directors intends to achieve all its targets in respect of the equalities agenda and become recognised as a leader on equalities.

3. Our aim

We want to see a strong, sustainable and cohesive community in our school. We will continue to develop and promote policies and systems that make sure that the school community and our workforce are not unlawfully discriminated against.

Our aims are to:

- promote equality of opportunity;
- eliminate unlawful discrimination, and
- promote good relations between people from different backgrounds.

4. How will we deliver our commitment?

The Board of directors has adopted the following principles:

- we recognise the value of diversity within the community, our workforce and our student body and the contribution made by people from different backgrounds;
- we are committed to ensuring that teaching and learning meet the varied and complex needs of pupils in our care;

5. Objectives

5.1 Accessible services and partnerships:

Where appropriate we will work with other organisations and local voluntary and community groups to provide teaching and learning and access to employment which promote equal opportunities to all by:

- building on good practice;
- consulting with and involving our local community;

- providing accessible information and ways for people to comment;
 - carrying out equality impact assessments of new and existing policies and practices to make sure that they do not unlawfully discriminate against anyone;
 - removing barriers which deny people access to our school community; we will make sure our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the community;
- Our commitment is supported by a legal duty to provide learning and employment opportunities fairly, without unlawful discrimination. We believe we have a strong moral and social duty to recognise any unlawful discrimination, take steps to challenge prejudice and discrimination and promote equality.
- using our powers to make sure that organisations providing services on our behalf work in line with this statement;
 - promoting an environment which gives all pupils an equal chance to learn and live free of unlawful discrimination and prejudice, all staff to work and live free of unlawful discrimination and prejudice;
 - take steps to build an inclusive and cohesive school community.

5.2 Equal and appropriate treatment in employment, training and recruitment opportunities:

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce.

This will be achieved by:

- developing a workforce which reflects the community at all levels;
- making sure that all employees understand their responsibilities under this statement;
- making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation;
- developing and promoting policies which give everyone equal access to employment and opportunities;
- setting performance targets so we can measure our progress.

6. Responsibilities

The Board of directors is an equal opportunities employer and provider of teaching and learning. In order to support this public commitment all staff play a key role in ensuring that provision does not give rise to unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

7. Implementation, Monitoring and Evaluation

The commitment will be implemented through our School Equality Action Plan.

The Plan sets out the arrangements for taking action on individual tasks that will help deliver the broad aims set out in this statement. We will set clear deadlines and give responsibility to named leaders/managers who will be accountable for implementation of the given tasks.

With the help of feedback from employees and the wider school community we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take necessary action.

Leaders and managers are expected to:

- be at the forefront of best practice on equalities within their respective areas;
- mainstream equalities within their respective areas;
- set equality targets, monitor outcomes and develop relevant action plans;
- review all provision to ensure elimination of unequal treatment of staff, pupils and the wider school community;
- raise equality-related issues with their staff and senior colleagues;
- encourage leadership on equalities amongst their staff and other providers;
- establish monitoring systems;
- report to directors on the results of assessments, consultations and monitoring;
- train staff on equalities issues;
- consider better access for people with disabilities;
- monitor provision by contractors and other external providers;
- have evidence of consultation carried out with staff and the school community;
- make guidance readily available to staff

All employees of the Board of directors are expected to comply with our values of promoting equality and diversity and treat colleagues and others in the school community with dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to the Board of directors and potentially constitutes misconduct.