




**The Kite  
Academy  
Trust**  
Flying high  
together

**KITE ACADEMY TRUST**  
EQUALITY & DIVERSITY POLICY

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## 1 Introduction

The Kite Academy Trust and its academies value the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of children's varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This policy sets out our approach to promoting equality, as defined within The Equality Act (2010) and The Equality Act 2010 (Specific Duties) Regulations 2011. It seeks to ensure that we provide equal opportunity for all children and adults and integrates our statutory duties in terms of gender, race, disability, sexual orientation, religion or belief, age, gender reassignment, pregnancy, marriage/civil partnership and promoting community cohesion.

This policy and our statutory duties cover students, staff, parents and carers within our community and people visiting our academies.

Under statutory duties, all schools have a 'General Duty' to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;
- Foster good relations between persons who share a protected characteristic by tackling prejudice and promoting understanding

## 2 Aims and Objectives

The Kite Academy Trust and its academies aim to foster a sense of community in which all pupils and staff are valued and can thrive, regardless of background, religion, race, language, ability/disability, sexuality, gender or age. We will not tolerate any form of discrimination.

We strive to make the best possible provisions for whole academy communities regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation, ensuring that all pupils have equal access to the full range of educational opportunities provided by our academies. We value each pupil's worth, celebrating the individuality and cultural diversity of our academy communities, and showing respect for all minority groups.

We aim to promote the principle of fairness and justice for all through the education that we provide in our academies. We know that treating people equally is not simply a matter of treating people the same.

We aim to act positively and have due regard to the need to challenge; eliminating any form of discrimination, prejudice or stereotyping within our academy communities.

We are proactive in our efforts to identify and minimise existing barriers or inequalities.

We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.

## 3 Racial Equality

Under our general duty, we will:

- Strive to eliminate all forms of unlawful racism and racial discrimination;
- Promote equality of opportunity, regardless of race, ethnicity or religion;
- Promote good relations between people of different racial and ethnic groups;

- Seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.

We do not tolerate any forms of racism, racist behaviour or discrimination. Should a racist incident occur, we will deal with it in accordance with our procedures and we keep appropriate records of all incidents.

We endeavour to make our academies and their environments welcoming to all minority groups.

We promote an understanding of diverse cultures through our curriculum.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

## 4 Disability Non-Discrimination

Some children in our academies may have disabilities. We are committed to providing equality of opportunity and meeting the needs of these children, as we are to meeting the needs of all within each academy. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.

We aim to promote positive attitudes towards those with disability and actively seek to eliminate any unlawful discrimination and harassment related to disability.

We encourage participation of all of our children, including those with a disability, in all aspects of academy and public life.

We modify teaching and learning as appropriate for children with disabilities. For example, they may be given additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

Our academies are committed to providing an environment that allows children and adults with disability full access to academy premises and to all areas of learning. We strategically plan for this over time through our Accessibility Policy and ongoing action plan. Our plan identifies how we are:

- Increasing access to the curriculum;
- Making improvements to the physical environment of our academies to increase access;
- Making written information accessible to students in a range of different ways

## 5 Gender Equality

We are committed to eliminating unlawful discrimination and harassment so that all individuals, regardless of gender, are able to make the best progress possible.

The general duty to promote gender equality means that we must have due regard to eliminate unlawful discrimination and harassment and promote equality of opportunity between all genders. We:

- Take a key role in shaping the values and attitudes of children and young people and take a lead in challenging gender-based harassment, bullying and violence and stereotyping in our academy curriculum and behaviours;
- Include the gender equality duty in the way we plan for academy improvement;
- Provide an environment free of homophobia, biphobia and transphobia;
- Build on our positive work around the PSHCE curriculum;
- Investigate and address complaints of any forms of bullying and/or harassment in line with our policy;
- Provide appropriate support for the positive wellbeing of all staff, pupils and parents;

- Promote gender equality within our workforce, including the need to consider actions to address the causes of any gender pay gap;
- Rigorously monitor all children's progress; comparisons are made between specific groups of children including gender;
- Actively challenge stereotypes to parenting and seek to provide positive resources that raise awareness of differing family make up;
- Develop positive relationships between groups of pupils;
- We will ensure that we do not discriminate on the grounds of age, sexual orientation, religion, belief, pregnancy and maternity and we will take all reasonable actions to eliminate discrimination and harassment for these equality areas.

The duty also includes transgender and students questioning their original gender. Transgender people are explicitly covered by the gender equality duty. The term 'transgender' refers to a range of people who do not feel comfortable with their birth gender. We will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within our community.

## 6 Roles and Responsibilities

### Governors

- Ensure the academy complies with current equality legislation by regular monitoring;
- Ensure this policy and its procedures are followed;
- Collect, analyse and evaluate a range of academy data. Monitor pupil progress to ensure they are making the best possible progress and that no group is underachieving. Monitoring includes admissions; attainment; exclusions; rewards and sanctions; parents' and pupils' questionnaires;
- Ensure that people from the protected groups, as defined by The Equality Act 2010, are not discriminated against when applying for jobs at the academy;
- Take all reasonable steps to ensure that the academy environment properly accommodates people with disabilities;
- Ensure that no child is discriminated against whilst in our academy on account of their gender, religion or race.

### Head Teacher

- Ensure that this policy is implemented effectively and is readily available - governors, staff, children and their parents/carers know about it;
- Ensure the policy procedures are followed fairly;
- Produce regular information for staff and governors about the policy and how it is working, and provide training for them, if necessary;
- Ensure all staff know their responsibilities and receive training and support in carrying these out;
- Take appropriate action in cases of harassment and discrimination;
- Ensure that all appointments panels give due regard to this policy, so that no one is discriminated against;
- Promote the principle of equal opportunity when developing the curriculum for children

### All Academy Staff

- Follow this Equality & Diversity Policy and associated policies;
- Model good practice, ensuring that the language they use does not reinforce stereotypes or prejudice;
- Address any discriminatory incidents and be able to recognise and tackle bias and stereotyping;
- Promote equality and avoid discrimination against anyone;
- Attend relevant training and keeping up to date with the law on discrimination opportunities;
- Provide children with resources that give positive images, and which challenge stereotypical images of minority groups, or of boys and girls

### Children

- Keep the academy informed of any concerns regarding equality and diversity issues.

### Parents

- Bring equality and diversity issues to the academies' attention where appropriate through a shared input with staff on developing policies relating to this area. This may include anti-bullying policy and specifically racist and homophobic bullying;
- Report concerns regarding equality and diversity to the academies.

### Visitors

- Meet the Trust's published expectations of equality.

## 9 Monitoring & Review

It is the responsibility of the Head Teacher and Academy Councils to monitor the effectiveness of this policy. To do this, they will:

- Monitor the progress all children, including those from minority groups, comparing it with the progress made by other children in the academy;
- Monitor the staff appointment process to ensure equality of opportunities and eliminate discrimination;
- Collect and analyse equality information for children in our academies;
- Collect and analyse equality information for employment and governance at our academies;
- Report annually on the effectiveness of this policy;
- Take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- Monitor Behaviour Policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.