

# HADRIAN LEARNING TRUST

## EQUALITY GUIDING PRINCIPLES

### Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity. (**Appendix 1 – Equality Act 2010: Public Sector Equality Duty**) [Equality Act 2010: Public Sector Equality Duty](#)
2. We welcome our duty to promote positive behaviour and safety, and to promote the spiritual, moral, social and cultural development of our students.
3. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### Guiding principles

In fulfilling the legal obligations cited above, we are guided by nine principles:

#### **Principle 1: All learners are of equal value.**

We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity.

#### **Principle 2: We recognise and respect difference.**

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual identity.

#### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual, homophobic and transphobic language or discrimination

#### **Principle 4: We observe good equalities practice in staff recruitment, retention and development.**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status

- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

**Principle 5: We aim to reduce and remove inequalities and barriers that already exist.**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.
- children from disadvantaged backgrounds

**Principle 6: We consult and involve widely.**

People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural and religious backgrounds
- both women and men, and girls and boys.
- people of all sexual orientations

**Principle 7: Society as a whole should benefit.**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys
- people of all sexual orientations
- gender variant people

**Principle 8: We base our practices on sound evidence.**

We maintain and publish quantitative and qualitative information about our progress towards greater equality in relation to:

- disability
- ethnicity, religion and culture
- gender

**Principle 9: Objectives and Data**

Each year we review our equalities objectives, based on the evidence we have collected. Each year we formulate and publish data we have collected in relation to:

- disability
- ethnicity, religion, culture
- gender
- disadvantage

We recognise that the actions resulting from guiding principles such as these are what make a difference and will have an impact if we set ourselves challenges and measurable objectives.

Every four years we review our objectives and set new ones. These are reflected in our school development plan.

We keep our equality objectives under review and report annually on progress towards achieving them.

- **The curriculum**

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in paragraph 4 above.

- **Ethos and organisation**

We ensure the guiding principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- students' progress, attainment and achievement,
- students' personal development, welfare and well-being,
- teaching styles and strategies,
- admissions and attendance,
- staff recruitment, retention and professional development,
- care, guidance and support,
- behaviour, discipline and exclusions,
- working in partnership with parents, carers and guardians,
- working with the wider community,
- Safeguarding Children in Education.

- **Addressing prejudice and prejudice-related bullying**

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to at the start of this document. These include:

- prejudices around disability and special educational needs,
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travelers, migrants, refugees and people seeking asylum,
- prejudices reflecting sexism and homophobia, biphobia and transphobia,
- prejudices which may be the precursor to radicalisation and extremism.

There is guidance in the appropriate policies defining how prejudice-related incidents should be identified, assessed, recorded and dealt with. We take seriously any obligation to report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with. We also draw on the support of Northumbria police and partner organisations.

- **Roles and responsibilities**

Trustees are responsible for ensuring that the school complies with legislation, that the guiding principles and its related procedures are adhered to and action plans implemented. The Trustees Monitoring Group has a watching brief regarding the implementation of these principles.

The headteacher is responsible for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

A senior member of staff has day-to-day responsibility for co-ordinating implementation of the equalities guidelines.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom,
- deal with any prejudice-related incidents that may occur,
- plan and deliver curricula and lessons that reflect the guiding principles above,
- support students in their class for whom English is an additional language,
- keep up-to-date with equalities legislation relevant to their work.

- **Information and resources**

We ensure that the content of this document is known to all staff and trustees and, as appropriate, to all

students and their parents and carers.

All staff and trustees have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

- **Religious observance**

We respect the religious beliefs and practice of all staff, students and parents, and comply with reasonable requests relating to religious observance and practice.

- **Staff development and training**

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

- **Breaches of our equalities duty**

Breaches of responsibilities will be dealt with in the same ways that breaches of other school responsibilities are dealt with, as determined by the headteacher and the Trustee Board.

- **Monitoring and evaluation**

We collect, study and use quantitative and qualitative data relating to the implementation of our equalities responsibilities, and make adjustments as appropriate. In particular, we collect, analyse and use data in relation to achievement; broken down, as appropriate, according to disabilities and special educational needs; ethnicity, language, disadvantage; and gender.

### ***Background and Acknowledgements***

This policy has been adapted from a model originally developed and published by Robin Richardson, Insted Consultancy.