

EQUALITY POLICY STATEMENT & SINGLE EQUALITY SCHEME – PART 1

Approved by:	Trust Board
Date:	November 2018
Proposed review date:	This Scheme will be reviewed every four years, with each individual academies objectives and Action Plan reviewed annually.
Owner:	Cumbria Education Trust Central Team

REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision
1		
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Equality Policy Statement

Cumbria Education Trust (the Trust) is committed to ensuring equality of education and opportunity for all students, staff and parents/carers receiving services from the academies, irrespective of race, gender, disability, faith or religion or socio-economic background. The Trust aims to develop a culture of inclusion and diversity in which all feel proud of their identity and are able to participate fully in academy life.

The Trust's Equality Policy and Single Equality Scheme is sectioned into 3 parts:-

- Part 1: The Trust Equality Policy
- Part 2: Academy Single Equality Scheme Statements
- Part 3a: Academy specific Single Equality Scheme Objectives
- Part 3b: Academy specific Equality Objectives & Action Plan

The Trust will aim to ensure that all equality strands are woven into the everyday working of their academy communities, particularly in relation to formulating policy and practice around both delivery of services and employment but also in relation to other functions such as setting budgets and funding.

The Single Equality Scheme describes how the Trust intends to fulfill its responsibilities under the Equalities Act to all stakeholders. The individual academies Action Plan's will be part of their School Improvement Plan and information will be published on the academy websites.

As a Trust we are committed to Restorative Approaches, meaning that what we do is underpinned by a commitment to promoting positive relationships and understanding between all groups within the individual communities across the Trust's family of academies.

This document sets out the Trust's commitment to be fully inclusive to all stakeholders and how those with the following protected characteristics (previously known as equality strands) will be protected in our academies from harassment and discrimination: -

- Disability
- Gender
- Race
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Age
- Being married or in a civil partnership

This Scheme extends, however, to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. students from low income families), Children Looked After and those with safeguarding or SEND plans. This scheme also links with other statutory policies and guidance we are legally required to have in place.

Single Equality Scheme

Aims of the Single Equality Scheme

- To articulate the Trust's commitment to equality which permeates all academy policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our academy communities is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

Purpose of the Equality Scheme

This Equality Scheme is the Trust's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act. It is an attempt to capture how we are systematically establishing and implementing good practice in equality and diversity.

This Single Equality Scheme Statements as detailed in part 2 sets out how the Trust and individual academies will:

- develop and review the Scheme
- ensure that that across the family of academies that Action Plan' are developed and reviewed.
- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and those who do not share it.
- take proportionate action to address the disadvantage faced by particular groups.