All Saints
Catholic Academy Trust

Equality Information and Objectives

Policy Author:	CEO/Director of People
Policy Lead (if applicable):	
Responsible Committee:	L&G
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1.0 Introduction

ASCAT aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the Equality Act 2010, which prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age. Our trust and schools are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Our Trust and each of its schools, is committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation.

The Trust has developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded in day to day activities.

The Equality Act 2010 requires us to have due regard to the need to:

• Eliminate unlawful discrimination

• Advance equality of opportunity between people that share a protected characteristic, and those that do not share it.

• Foster good relations across all characteristics

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. ASCAT is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

In certain circumstances, there may be a legitimate reason to use lawful exemptions to appoint someone with a particular protected characteristic (Religion or Belief) as per the Bishops' Memorandum on the Appointment of Staff in Catholic Schools.

2.0 Aims to Eradicate Discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals created in God's image. Creating an inclusive environment where individuals feel confident and at ease is a commitment of each school and the Trust. This environment will be achieved by:

• Being respectful.

• Always treating all members of the school community fairly.

• Developing an understanding of diversity and inclusion and the benefits it can have.

• Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.

• Adopting an inclusive curriculum that is accessible to all.

• Encouraging compassion and open-mindedness.

• Challenging bias to move the conversation forward.

• Fair and transparent recruitment processes that reduce the risk of unconscious bias

Each of our schools are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

3.0 Dealing with prejudice and celebrating diversity

a) We want our pupils to be:

• Understanding of others.

• Celebratory of diversity.

• Eager to reach their full potential.

• Inclusive.

• Aware of what constitutes discriminatory behaviour.

b) We expect all of our employees to:

• Promote diversity and equality.

• Encourage and adopt an inclusive attitude.

• Lead by example.

• Seek training if they need to improve their knowledge in a particular area.

• To uphold the teachings of the Catholic Church which uphold diversity, equality and inclusivity for all.

c) We expect all of our employees to not:

• Discriminate against any member of the Trust community.

• Treat other members of the school community unfairly.

Throughout the year, each school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Ensuring that all pupils have access to a range of diverse role models throughout their time at school
- Incorporating lessons about diversity into the curriculum.
- A focus on other faiths through the "Dialogue and Encounter" branch of the Religious Education Directory.

4.0 Equality and dignity in the workplace

We do not discriminate against staff regarding their:

• Age.

• Disability.

• Gender reassignment.

• Marital or civil partner status.

• Pregnancy or maternity.

• Race.

• Religion or belief.

• Sex.

• Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the school's various policies relating to equality. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

5.0 Diversity & Representation, and Inclusion

Under the PSED, Academy Trusts, as public authorities, must identify and publish one or more equality objectives that it intends to focus on and improve.

Trust Objectives

1. Better representation across all schools in adults working or volunteering or in Governance roles within each school community, and the Trust Board.
2. Focus on improved diversity within school Leadership posts
3. Improve the overall academic performance of pupils from disadvantaged groups

Each school in ASCAT has individual equality objectives on their local website. Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

6.0 Related Policies

The following Trust level policies further outline our approach to ensuring equality for all members of the school community, and can be consulted for further information. This is a non exhaustive list, and all policies can be found at www.ascatonline.co.uk

- ASCAT Equal Opportunities in Employment Policy
- ASCAT Anti Bullying & Anti Harassment Policy
- ASCAT Appraisal Policy
- ASCAT Pay Policy
- ASCAT Redundancy Policy
- ASCAT Disciplinary Policy/Grievance Policy/Sickness Absence Policy
- ASCAT Looked After Children Policy
- ASCAT Safer Recruitment Policy
- ASCAT Staff and Governor Code of Conduct