Castle Phoenix Trust

Equality, Diversity & Inclusion 2023/24

Trust Level Policy

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Review Cycle	3 Yearly
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Committee approved by	Board of Trustees
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Date	Notes

Equality, Diversity and Inclusion Policy

Introduction

1.1 We welcome and value diversity of origin, background and experience amongst staff as enriching the experience of all those who participate in the life and work of CPT.

1.2 This policy applies to all pupils/students, colleagues (including employees, workers, agency/supply and volunteers), Local Governing Bodies and Trust Board members.

1.3 It sets out our vision for equality, diversity and inclusion within Castle Phoenix Trust and its Academies ("the Trust").

1.4 Each academy is required to publish their own equality, diversity & inclusion statement, and to set equality objectives appropriate to their setting, with due regard to this policy and our Castle Phoenix Trust values.

1.5 Castle Phoenix Trust is committed to equality, diversity and inclusion in its recruitment, selection and provision of training and employment in line with the Equality Act 2010. It expects all staff and trainees to contribute to and actively support CPT in working towards the elimination of discrimination; the promotion of equality, diversity and inclusion in terms of CPT's employment opportunities and support for the welfare of all staff and good working relationships.

Policy Statement

2.1 We understand the need to and are committed to promoting equality and preventing discrimination in both employment and education provision. We know that simply having a diverse workforce is not enough. We will:

- Create an inclusive environment, where everyone can contribute their best work and develop to their full potential.
- Celebrate the fact that everyone is different yet valued and to make sure that everyone is treated with dignity and respect.
- Challenge, speak out and act against racism, homophobia and other forms of inequality and discrimination.
- Create and promote opportunities for staff voice, and debate and dialogue, within the Trust around these key issues.

2.2 Our vision is that by valuing diversity and being inclusive it will enable the communities we serve to achieve highly, and help our academies to provide the best possible education for all their learners, founded on our Trust values.

2.3 We value and respect individuals' differences including, but not limited to:

- Gender
- Pregnancy and maternity
- Ethnicity

- Culture
- Age
- Disability
- Sexual orientation
- Gender identity
- Religion or belief
- Marital or civil partnership status
- Education
- Learning styles
- Caring responsibilities

2.4 Our policy recognises mental health conditions as disabilities when they have a substantial and long-term adverse effect on normal day-to-day activities, in line with the Equality Act 2010.

2.5 We do not tolerate any form of harassment, bullying or discrimination in any form, within or outside of the workplace.

2.6 We are committed to creating a community where diverse cultures are celebrated, where everybody feels welcome and can use their differences to develop themselves and the environment they work in, and where there is consideration of how behaviour affects others both inside and outside the Trust.

2.7 We recognise the importance of the Equality Act 2010 and Human Rights Act 1998 in promoting equality and eliminating unlawful discrimination, but seek to exceed our legal obligations and provide an inclusive environment which champions the communities we serve and within which colleagues and pupils/students can fully contribute and achieve their potential.

2.8 We will regularly reflect on our practices to ensure that they don't create barriers to participation for pupils/students, colleagues, Governors or Trust Board members.

3. Objectives

3.1 Our objectives are as follows:

Objective 1 – Ensuring all new staff are aware of their responsibilities under the Equality Act and the importance of equality to our Trust and Academies, by introducing equality training as part of new staff induction.

Objective 2 - Promoting tolerance, friendship and understanding within the student body, by which deal with relevant equality issues, following the disruption to assemblies caused by Covid.

Objective 3 - Work to avoid discrimination by providing equality and diversity training to relevant staff.

Objective 4 – Ensuring strategies are in place to support the gender gap for outcomes narrows.

4. What the Trust's leaders will do

4.1 We will set equality objectives (reviewed annually), and publish information to demonstrate our compliance with the Public Sector Equality Duty.

4.2 We will take action towards:

- Our Trust Board having a diverse membership and, in particular, balanced gender composition
- Increasing the diversity of our central and academy-based leadership teams

- Creating a workforce that's representative of our communities
- Our Local Governing Bodies reflecting the diverse nature of our communities
- Ensuring that any work completed as a Trust towards our equality objectives will be impactful and embedded, so sustainable in every way

4.3 We will regularly review our policies and practices to ensure they meet legal obligations and are supportive of the vision set out in this policy.

4.4 We will ensure that all staff undertake compulsory training in equality, diversity and inclusion. All staff engaged in the recruitment and selection activities will be required to undertake safer recruitment training and refresh training as and when appropriate.

4.5 Selection criteria and procedures will be frequently reviewed to ensure that staff are selected, promoted and treated on the basis of their relevant merits and abilities and that no issues which are irrelevant to the needs of posts are considered as part of the selection processes. Disabled applicants who meet essential selection criteria will be considered equally alongside non disabled applicants.

5. What our Academies will do

5.1 We will provide an inclusive and safe environment where adults are dedicated to protecting the rights, meeting the needs and supporting the aspirations of all children. Consideration for diversity, equality and inclusion will run through everything we do.

5.2 We will be at the heart of our communities, creating a welcoming environment for all, celebrating diversity, and promoting community cohesion.

5.3 Each academy will publish their own equality, diversity and inclusion statement which 'brings to life' this Policy within their own setting. They will publish their own equality objectives, and review progress against these annually.

5.4 We will regularly review our policies and processes, to ensure they meet legal obligations and support our vision for equality, diversity and inclusion.

5.5 We will work towards a curriculum and teaching & learning practices which are inclusive and anti-racist.

6. What our Local Governing Bodies will do

6.1 We will be open and inclusive by:

- Regularly reviewing the time of the day when meetings are held
- Aiming to have a balanced gender composition, and governors who represent the community
- Communicating in an open and inclusive manner

6.2 We will discuss equality, diversity and inclusion at least annually, and review:

- Progress against the equality objectives set by the academy
- The equality & diversity profile of the staff and pupil/student population
- The admissions process
- Any complaints received
- The activities taken to ensure the Local Governing Body is open and inclusive

7. Your Responsibilities

7.1 We all have a responsibility to behave in a way that is respectful of others and to understand that our views and opinions may not always be the same.

7.2 Here are other some things you can do to help create an inclusive environment:

- Try to understand other peoples' points of view and help them understand yours
- If you ever see inappropriate behaviour, challenge or report it
- If you challenge others, do so in a respectful way
- Be aware of different cultures and customs, and respect the benefits that diversity can bring
- Respect confidentiality
- Deal with others in an ethical and lawful way and with respect at all times
- Take responsibility for your own actions
- Look for solutions to problems and try to resolve issues constructively

Raising concerns about equality, diversity and inclusion

1. Pupils/Students

Pupils/students should raise any concerns with their teacher, pastoral lead, or Headteacher.

2. Colleagues

Colleagues are encouraged to speak to their manager in the first instance. They may also wish to refer to the Code of Conduct and Speak Up (Whistleblowing) Policy.

All members of staff will be expected to conduct themselves with proper respect for others in line with our Trust value of "Respect to all from all". Processes will be put in place to deal with overt acts of harassment and/or discrimination. This includes reference to the grievance and disciplinary policies.

3. Governors

Governors are encouraged to speak with their Chair of Governors, the Trust's Deputy Head of Operations, if they have been unable to resolve matters, a member of the Trust's senior leadership team or the Trust Board.

4. Parents / Carers, or members of the wider community

Please speak to the Headteacher in the first instance. If you are unable to resolve the matter informally, a copy of the Complaints Policy can be found Here: