



Equality, diversity and inclusion policy 2024 - 2028

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Note: 'Trust' is referred to in the policy, this term includes all our schools in our Trust

SCOPE

This policy is applicable to all employees, pupils, parents/carers, visitors and contractors.

TERMS

Equality means treating people fairly, ensuring they have equal opportunity to achieve their desired outcomes.

Diversity means recognising, respecting, and valuing the differences between people, such as their attributes, abilities, cultures, and backgrounds. It also means treating people's values, beliefs, and lifestyles with respect.

Inclusion is a universal human right that aims to embrace all people irrespective of their background. It is when people feel respected, valued, safe, trusted and have a sense of belonging which enables people to be their best selves, do their best work, and add value to the team or group.

PURPOSE

Our Trust values are Integrity, Happiness, Dignity and Respect, Hope and Aspiration aligned with the Church of England vision for education. These are linked closely with our commitment to equality, diversity and inclusion (ED&I) in the community we serve. We strive to work collaboratively, drive inclusivity, show compassion, be truthful and respectful.

We are committed to promoting equality and diversity and preventing discrimination. Importance is given to not only eliminating discrimination but also promoting and increasing understanding and appreciation for diversity within the Trust and wider community. We are committed to supporting the development of a highly educated, productive and safe society in which children and adults flourish and achieve excellence, whatever their background.

The Trust's ED&I Policy represents a commitment to a common set of values and objectives. All schools within the Trust are committed to advancing and achieving equality of opportunity for all pupils, parents/carers, employees, governors and visitors. We strongly believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

This ED&I Policy for the Trust brings together all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability and is in line with the Public Sector Equality Duty.

At ACE Derbyshire Trust, we welcome our duties under the Equality Act 2010 and comply with all relevant legislation.

Policy agreed by Trust Board September 2024

Appendix 1

ACE Derbyshire EQUALITY STATEMENT

ACE Derbyshire Trust is committed to promoting equality, valuing diversity and creating an inclusive Trust. We are determined to ensure all our stakeholders flourish and achieve excellence. We aim to foster a culture where all are valued and respected. We acknowledge and celebrate all protected characteristics. We endeavour to remove all barriers to learning and participation. Our ED&I Policy and objectives are integral to all that we do. Our vision for ED&I is simple, we aim to create an environment where everyone has a seat at the table, and where everyone belongs.

PRINCIPLES

The aim of this policy is to:

- Develop an ethos which respects and values all people
- Actively advance equality of opportunity
- Prepare pupils to embrace a life in a diverse society
- Promote good relations amongst people within the school's community and the wider communities within which we work
- Eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour across the Trust
- Deliver equality and diversity through our school policies, procedures and practice
- Make reasonable adjustments and do our utmost within available resources to remove barriers which limit or discourage access to school provision, activities or employment
- Take effective action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations
- Monitor the implementation of equality and diversity within the schools

At ACE Derbyshire Trust, we welcome our duties under the Equality Act 2010. The Trusts general duties, with regards to equality are to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

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

- Age (adults only)
- Disability

- Gender reassignment (we will refer to this as Gender Confirmation)
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The list above is not exhaustive.

ROLES AND RESPONSIBILITIES

The **Trust Board** is responsible for approving this policy and ensuring it is applied fairly and consistently across the Trust.

The **CEO** is responsible for ensuring that all stakeholders adhere to this policy and that breaches are managed quickly, effectively, fairly and consistently.

Leaders must ensure they implement this policy fairly and equitably, seeking guidance, clarification and support as and when required.

All employees must be willing and able to access appropriate learning and development, ensuring their knowledge, skill and expertise is up to date and their statutory and mandatory training needs are met within the specified timescales. Employees are responsible for promoting equality and diversity, actively responding to any incidents of unfair discrimination related to the protected characteristics perpetuated by pupils, staff or visitors.

Pupils are responsible for respecting others in their language and actions.

OUR COMMITMENT

ACE Derbyshire Trust intends to removing disadvantage by:

- Openly welcoming applications from people with protected characteristics
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions are recognised and valued.
- Investigating rigorously complaints of bullying, harassment, victimisation and unlawful discrimination by pupils, employees, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Ensuring all learners have equitable access to a rich, broad, balanced, inclusive and relevant curriculum that allows for a range of different learning styles.

- Reviewing policies, practices and procedures when necessary to ensure fairness, and also update them to take account of changes in the law.
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion
- Using contextual data (background information that provides a broader understanding of a person) to improve the ways in which we provide support to individuals and groups of pupils.
- Ensuring all pupils have the opportunity to take a full and active role in school life, including the full range of extra-curricular activities, in order to prepare them for life in a diverse society.
- Promoting ACE Derbyshire values of Integrity, Happiness, Dignity and Respect, Hope and Aspiration, that will challenge discriminatory behaviour or prejudice and promote the principles of fairness and justice for all.
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures

DEALING WITH PREJUDICE

ACE Derbyshire Trust does not tolerate any form of prejudice-related incidents. Whether direct or indirect, we treat discrimination against all members of our Trust with the utmost severity. When an incident is reported our Trust will ensure appropriate action is taken; Our Trust is devoted to ensuring appropriate action is taken and a resolution is put into place.

Appendix 2

Objectives 2024 – 2027

To be reviewed every 4 years

Equality objectives	Aims	Outcome	Tasks
Pupils: To ensure all pupils receive their entitlement to wider opportunities	All pupils are entitled to experience wider opportunities which will prepare them for life in modern Britain	All pupils will have had access to the wider opportunities offer	Wider opportunities per school published on website. Data collected for attendance/non-attendance.
Schools: To ensure equality and diversity is evident through a broad and balanced curriculum.	Ensure that materials used in school promote equality and diversity	Pupil's attitude and actions reflect a tolerant view of those around them who they may perceive as 'different'	Examine Yearly overviews for year groups in schools. Examine wider opportunities offer to ensure a range of opportunities
Staff: To work proactively and dynamically to foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it	To embed the knowledge related to ED&I in all our employees	All employees have an understanding of equality and diversity	Equality training module for all employees Ensure module becomes part of induction training for all staff
Trust: To work proactively and dynamically to foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it	To embed the knowledge related to ED&I in all our employees	All employees have an understanding of equality and diversity	Equality training module for all employees Ensure module becomes part of induction training for all staff

Appendix 3

Equality Act 2010 Protected Characteristics

The definitions used in this appendix are based on the Equality Act 2010, the full text of which is available [here](#).

Age: The Act protects people of all ages; however, differential treatment because of age is not unlawful direct or indirect discrimination if it can be justified, i.e. if you can demonstrate that it is a proportionate means of achieving a legitimate aim. Age is the only protected characteristic that allows employers to justify direct discrimination.

Disability: The Act protects people who are disabled; the Act defines this as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Gender identity and/or reassignment: The Act protects transgender people. The Act no longer requires a person to be under medical supervision to be protected, so a person who does not undergo any medical procedures would be covered by these protections.

Marriage and civil partnership: The Act protects people who are married or in a civil partnership against discrimination. Single people are not protected.

Pregnancy and maternity: The Act protects people against discrimination on the grounds of pregnancy and maternity during the period of their pregnancy and any statutory maternity leave to which they are entitled.

Race: The Act protects people of all races; the Act's definition of race includes colour, nationality, and ethnic or national origins.

Religion or belief: The Act protects people of any religion, including specific denominations or sects, as well as a lack of religion, i.e. employees or jobseekers who do not follow a certain religion or do not follow any religion are protected. The Act protects people of any belief; this is defined as any religious or philosophical belief, or a lack of such belief, that is a weighty and substantial aspect of human life and behaviour.

Sex: The Act protects men and women.

Sexual orientation: The Act protects lesbian, gay, bisexual and heterosexual staff.