



# **Equality and Diversity Policy**

## Equality and Diversity Policy

### Laidlaw Schools Trust (LST):

**Accepts** that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

**Welcomes** the statutory requirements laid down in

- The Equality Act 2010
- The Equal Pay Act 1970 and the Equal Pay Act (Amendment) Regulations 2003;
- The Rehabilitation of Offenders Act 1974;
- The Sex Discrimination Act 1975;
- The Race Relations Act 1976 and the Race Relations Amendment Act 2000;
- The Race Relations Amendment Act 2003
- The NHS Community Care Act 1990;
- The Disability Discrimination Act 1995;
- The Asylum & Immigration Act 1996;
- The Human Rights Act 1998;
- The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.
- The Equality Act 2006
- The Civil Partnership Act 2004

**Recognises** that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

***Is committed*** to taking positive steps to ensure that

- all people are treated with dignity and respect, valuing the diversity of all.
- equality of opportunity and diversity is promoted.
- services are accessible, appropriate and delivered fairly to all;
- the mix of its employees, pupils and governors reflects, as far as possible, the broad mix of the local population of the Academy;

**This policy applies to all governors, staff, prospective staff, students and visitors to LST Academies.**

## **1 COMMITMENT**

Equality and diversity are central to the work of LST.

LST will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marriage and civil partnerships, pregnancy and maternity, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. LST's goal is to work towards a just society free from discrimination, victimisation, harassment and prejudice. LST aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

## **2 AIMS**

LST aims to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in education, employment and development
- Create effective partnerships with all parts of our community.

## **3 OBJECTIVES**

- LST's objective is to realise its standards by: Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- Ensuring staff, pupils and governors are representative of the community served and policies are fair and robust.
- Recognising and valuing the differences and individual contribution that all people make to LST.
- Challenging discrimination, harassment and victimisation.
- Providing fair resource allocation, and making reasonable adjustments as appropriate.
- Being accountable.

#### **4 RATIONALE**

LST recognises, respects and values diversity in its employees, pupils, parents and carers.

LST has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and learn at LST.

#### **5 PROCEDURES**

##### **Responsibility for Implementation**

This policy covers the behaviour of all people employed or learning in LST or using the services and sets out the way they can expect to be treated in turn by LST. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Governing Body.

##### **Method of Implementation**

LST intends to implement this policy by:

- Ensuring that it is a condition of paid employment in LST.
- Ensuring that all stakeholders can access this policy.
- Monitoring the services, publicity and events provided by LST, to ensure that they are accessible to all sections of the community and do not discriminate and taking active steps to ensure that participation is representative.

## **Monitoring and Reviewing**

LST is committed to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.