Shropshire Hills Federation

Equality, Diversity and Inclusion Statement

Purpose of this Policy Statement

The purpose of this policy statement is to demonstrate how our Federation of schools fosters an ethos of equality for all children and adults associated with it. We welcome and value diversity including, but not limited to the nine key principles of The Equality Act 2010. We recognize that the quality of our schools is fundamentally linked to the quality and attitudes of the adults leading and working within them. We aim to provide an ethos of equality in all aspects of school life and will actively challenge practice and attitudes which do not concur with this.

The Equality Act 2010 combined nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality. The Act introduced 9 protected characteristics.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race Religion and belief
- Sex
- Sexual orientation
- Pregnancy
- Maternity/Paternity

The Act also specifies particular areas of protection e.g. in employment and within education and sets out general and specific duties which schools must meet. The public sector Equality Duty consists of a general duty and some specific duties that are designed to help organisations meet their general duty. Public Sector Equality Duty (PSED) The General Duty has three aims; it requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and 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.
- foster good relations between people who share a protected characteristic and people who do not.

Shropshire Hills Federation will ensure that all principles of the act are promoted and adhered to. We believe this to be in keeping with our moral aims, standards and values.

Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at Shropshire Hills Federation is the Federation Headteacher. The role of the designated person is to:

- Create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance.
- Ensure that Federations Schools comply with equality legislation
- Ensure all policies, practices and procedures, associated with equality and diversity, including admissions, curriculum, recruitment and selection are implemented.
- To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, young people and others who may have business with Federation Schools.

- Ensure that all staff are aware of and follow the Federation policies associated with this statement and receive appropriate equality and diversity training, in accordance with their roles and responsibilities.
- Take all reasonable steps to prevent discrimination, harassment and victimisation from taking place.
- Take responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation in accordance with Federation policies, procedures and guidance.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation.
- Support and participate in any measures introduced to promote equality and diversity.
- Actively challenge discrimination and disadvantage in accordance with their responsibilities.
- Report any issues associated with equality and diversity in accordance with this statement. It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the Federation is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee found to be doing so will be subject to disciplinary action.

The Federation Curriculum

Our schools' curricula have a key role in promoting equality and diversity, and challenging discrimination. Please refer to our PSHE policy document to find out how we deliver this to all children within our schools. Our PSHE curriculum actively promotes British values and the aims of this policy statement. We recognize that within society children are consciously and sub-consciously bombarded with influences which may not reflect our positive values. Through our teaching and learning we aim to build children's confidence to begin to critically challenge any forms of discrimination which they may come across in their daily lives. PSHE and citizenship are very important strands of our curriculum which will be reflected in the time and resources dedicated to them.

Policy adopted on 24th January 2023

Signed:_____(Chair of Curriculum Committee)

Date:_____