



# Midsomer Norton Schools Partnership

Issued: September 2019  
Review: Term 1 annually  
LST: AWI

## EQUALITY ACT STATEMENT (MNSP)

### 1. Purpose of Statement and Guiding Principals

The purpose of this statement is to define the Midsomer Norton Schools Partnership Trusts commitment to equality and diversity and represents our commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the statement.

The MNSP and its member academies/schools is committed to equality in both employment and education provision. We aim to ensure that students, parents, governors, trustees, employees, contractors, partners, clients and those who may potentially join the Trust community, are treated fairly, and with dignity and respect.

This policy encompasses the following protected characteristics:

- Age;
- Disability;
- race, colour, nationality, ethnic or national origin;
- sex (including transgender);
- gender reassignment;
- pregnancy and maternity;
- religion or belief;
- sexual orientation; and
- marriage and civil partnership (for employees)

The MNSP recognises that it is also unlawful to discriminate by association or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parents or other family members.

This statement recognises the four types of unlawful behaviour

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Every possible step will be taken into account in the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

### 2. Links With Other Policies or Legislation

This statement applies to every policy, procedure and guidance document that is produced in relation to students, staff, parents and Governors.

This statement is underpinned by the Equalities Act 2010.

Other Trust policies which link to this statement are:

- SEN Policy
- Admissions Policy
- All Employment Policies

### **3. Equality Statement**

The MNSP will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation and decision making.

The MNSP is committed to equality in its delivery of education, whether or not the service is directly provided by us or contracted out to a third party provider.

The MNSP aim to provide high quality education services, making sure services are easily accessible. We will improve what we do by continuing to consult with staff, students, parents and governors, their communities and partners about equalities issues. We will promote our equal opportunities policy in our contact with parents, staff, governors and external organisations.

We will make every effort in creating equality of opportunity in order to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age culture, religion, nationality or caring responsibilities.

Where necessary we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment.

Our staff and governors who agree and deliver our education provision will recognise diversity and demonstrate a proactive approach in their day-to-day work. They will ensure that everyone is treated fairly, recognising special needs and understanding differences.

Behaviour will reach our high standards of conduct (staff and students) and the learning environment we provide will be safe and accessible for those studying and working.

The MNSP will adhere to statutory Government legislation and give consideration to other relevant guidance, which aim to make sure that everyone is treated with equity.

The MNSP will not tolerate any form of discriminatory behaviour against members of the academy community.

### **4. Employment**

The MNSP is committed to ensuring that employees have equal access to jobs, training, and professional development opportunities

All employment policies refer to the provisions of the Equalities Act 2010.

The MNSP recognises that the Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that maybe covered by the Act. For example an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act which the Academy would need to consider.

All recruitment will be within the provisions of the act, and applications will be monitored to report on recruitment activity, in line with the act.

Age is a protected characteristic in relation to employment, but does not apply to students in the academies/schools.

Employees who are in breach of this statement will be dealt with under the Trust disciplinary policy.

### **5. Student Provisions**

The MNSP and its member academies/schools will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.

All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment and Child Protection and safeguarding policies should consider the provisions and duties of the Act.

## **6. Contractors and Service Providers**

The Trust will ensure that all service providers that are contracted to provide services to students, staff or visitors will comply with Equalities legislation.

Where services are deemed not to meet Trust standards, in relation to equal opportunities and fairness, contracts may be terminated.

