



ODYSSEY
TRUST FOR EDUCATION

Equality, Diversity and Inclusion Policy

Last policy review date:	June 2021
Next policy review date:	September 2022
Policy Owner:	CEO
Policy approval: <i>i.e. Trust board or delegated to subcommittee or individual</i>	Trust Board
Cross references <i>i.e. with other Trust policies</i>	
Statutory Policy?	YES

Introduction

The Odyssey Trust for Education is committed to both the principles and the implementation of equal opportunities, diversity and inclusion for all members of our community. We value the diversity of our Trust and this is reflected in our mission statement and core values. We strive to eliminate unlawful discrimination and to promote equality and diversity strategy within the context of prevailing legislation. We will also work towards promoting equality of opportunity and outcomes developing an inclusive and enabling environment for all staff and students.

Odyssey Trust for Education aims to ensure that all policies (recruitment, disciplinary, etc), procedures and practices provide fair and equal treatment for all. No staff or student will be treated less favourably than any other person.

Odyssey Trust for Education will not tolerate, bullying, discriminatory treatment, harassment or intimidation of any individual or group and will act promptly to investigate any complaints and take the relevant actions in light of the findings.

Odyssey Trust for Education Schools play an important role in society as places of debate and discussion where ideas can be tested without fear of control, where students learn to challenge ideas and think for themselves, and where rationality underpins the pursuit of knowledge. Difficulties may arise in defining the boundaries between, for instance, unlawful harassment and free speech. In considering what amounts to unlawful harassment, regard must be had to the context in which the speech or conduct takes place. In relation to academic debate or speaker events the appropriate boundaries must be judged by reference to what is reasonable in those contexts.

The fact that views are 'offensive' does not in itself mean that the views amount to unlawful harassment. It may often be the manner in which views are expressed, rather than the opinions themselves, which takes the relevant speech into the realm of unlawful harassment. The duty to promote good relations should not normally conflict with the protection of free speech. Tolerance and respect for opposing viewpoints are entirely compatible with fostering good relations. All staff and students should refrain from all forms of harassment, prejudice and unfair discrimination on any of the protected characteristics outlined in the sections below.

Our Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Act within the spirit of the Equalities and Human Rights Commission best practice/guidance
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics and create harmonious, cohesive communities in our schools
- Ensure the Trust is a safe, secure and stimulating environment for all
- Recognise that some staff and students, those with protected characteristics may need additional support to help them achieve and flourish

The Protected Characteristics under the 2010 Equality Act are:

- Age
- Disability
- Gender including Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

In addition to these characteristics we will also consider: Ethnic origin and nationality.

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010 which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document also complies with our funding agreement and articles of association.

This policy acknowledges the importance of the Nolan Principles and seeks to promote them accordingly with all members of the Odyssey community

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Roles and responsibilities

The Trustees will:

- Ensure that the equality information and objectives as set out in this document are published and communicated throughout the school, including to staff, pupils and parents and that they are reviewed and updated at least once every four years

- Delegate responsibility for monitoring the achievement of the objectives to the Local Governing Board

The equality link governor from each Local Governing Body will:

- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

The designated member of staff for equality will:

- Support the Head teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor how often training occurs
- Meet with the equality link governor to raise and discuss any issues
- Support the Head teacher in identifying any staff training needs, and deliver training as necessary

All staff are required to abide by the guidance in this policy in accordance to our school values, Trust EDI charter and individual school EDI statement.

Eliminating discrimination

The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of challenging discrimination and other conduct in contravention of EDI objectives for our schools.

Staff and governors are regularly reminded of their responsibilities under the Equality Act

The Trust has a designated member for monitoring equality issues, and each school has an equality link governor within the local governing board.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, it is the Trust's intention to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to protected characteristics
- Promote equal opportunities for the Trust's workforce

- Continue to increase awareness of equalities, diversity and inclusion through communications and training.
- Aspire to and meet the particular needs of people who have protected characteristics
- Enabling people who have a protected characteristic to participate fully in any activity.

In fulfilling this aspect of the duty our schools will:

- Utilise data showing how pupils with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement.

Fostering good relations

The Trust aims to foster good relations and build a harmonious and cohesive environment in its schools by:

- Promoting inclusion, friendship and understanding of a range of religions and cultures through different aspects of our curriculum
- Give equal access to a broad and inclusive curriculum
- Holding assemblies dealing with relevant issues. Pupils will be encouraged and enabled to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to promote inclusion between all groups of pupils within the school.
- Invite relevant community groups to take an active part in school life
- Developed links with people and groups who have specialist knowledge about particular protected characteristics, these individual groups are encouraged to collaborate with the Trust which helps inform and develop our approach

Equality considerations in decision-making

- The Trust ensures it has due regard to equality.
- Our schools consider the impact of significant decisions on particular groups.

Monitoring arrangements

The Trustees and schools will update our EDI objectives annually.

The Trust and its schools will review the EDI charter and EDI statements in a timely manner

This document will be reviewed by Trustees at least every 4 years.

This document will be approved by the Trustees.

Appendix One - Summary of Equality and Diversity Legislation

The Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in organisations and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.

The Equality Act covers the same groups that were protected by former equality legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage, civil partnership and pregnancy and maternity - it extends some protections to some of the groups not previously covered, and also strengthens particular aspects of equality law.

The Equal Pay Act (as amended) 1970

The Equal Pay Act gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing like work rated as equivalent under an analytical job evaluation, or work that is proved to be of equal value.

Rehabilitation of Offenders Act 1974

Ex-offenders have certain employment rights if their convictions become 'spent', including not having to declare spent convictions and protecting them against dismissal or exclusion (with certain exceptions, such as those working with children or vulnerable adults).

The Human Rights Act 1998

The Human Rights Act gives further effect in the UK to rights contained in the European Convention of Human Rights. The Act makes it unlawful for a public authority to breach Convention rights, unless an Act of Parliament meant it could not have acted differently.

Part-time Workers Regulations 2000

These regulations ensure that part-time workers employed by the University are not treated less favourably than comparable full-time workers, including having the same rates of pay and pro rata annual leave entitlement.

Fixed-term Employees Regulations 2002

These regulations aim to ensure that employees on fixed-term contracts are treated no less favourably than comparable permanent employees.

The Civil Partnership Act 2004

This Act creates a new legal relationship of civil partnership, which two people of the same-sex can form by signing a registration document. It also provides same-sex couples who form a civil partnership with parity of treatment in a wide range of legal matters with those opposite-sex couples who enter into a civil marriage.

Marriage (Same Sex Couples) Act 2013

This Act makes the marriage of same sex couples lawful in England and Wales, while protecting and promoting religious freedom.