



## Equality & Diversity Policy – DCP 004

**Policy Owner:** Angela Winch

**Policy Date:** 7 March 2017

### Introduction

Drapers' Multi-Academy Trust (MAT) is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We believe that the educational experience can only be enriched if pupils are exposed to as wide a range of cultural experiences as possible while they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs and Disabilities Policy – DCP 021.

### Scope

This policy applies to all directors, governors, staff and pupils of the Drapers' Multi-Academy Trust. It also applies to parents and carers of pupils at schools within the MAT, who formally confirm that they will abide by our policies when their children join our schools.

Each school within the MAT must ensure that the contents of this policy are communicated to all staff. This communication must be evidenced in writing and refreshed on an annual basis. All parents must formally accept this policy when their children join a MAT school and this acceptance must be evidenced in writing through the Home-School Agreement.

Each school within the MAT must publish this policy on its website.

### Definitions

<b>Child</b>	Anyone under the age of 18.
<b>COO</b>	Chief Operating Officer
<b>LGB</b>	Local Governing Body, with delegated powers of governance from the board of the MAT.
<b>MAT</b>	Drapers' Multi-Academy Trust.
<b>Parent</b>	Those having parental responsibility for the care of a Child (including Carers).
<b>Pupil</b>	Anyone enrolled at a MAT school (including students in Years 12 and 13).

### Policy

1. The Principal of each school within the MAT is responsible for promoting measures to ensure equality and diversity within their schools.

2. At the start of the academic year, each Principal must outline an annual plan to ensure equality and diversity, which is approved by the LGB. This may be part of the school development plan.
3. At the end of the academic year, the Principal must report to the LGB on the implementation of the year's plan.
4. The annual plan must, among other things, do the following:
  - i. Promote tolerance and respect.
  - ii. Promote positive images and role models to avoid prejudice and raise awareness of its harmful effects.
  - iii. Foster understanding of other cultures and the contribution they make.
  - iv. Take action to reduce offensive and anti-social behaviour.
  - v. Assess the risks of discrimination, or discriminatory practices, and take measures to eliminate them.
  - vi. Communicate how the school will address these issues.
5. The LGB of each school is responsible for ensuring that staff, parents and pupils have a mechanism for reporting concerns.
6. The LGB of each school will review the recruitment and promotions within the school on an annual basis to ensure that there is no evidence of bias.

#### **Disputes**

7. Any Parent who has a concern or complaint regarding the application of this policy should follow the procedures set out in the Complaints Policy – DCP 002.

#### **Review**

8. The policy owner must keep up to date with relevant legislation and government guidance and update this policy whenever necessary. The board of the MAT must approve the revised version.
9. The policy owner must review the policy at the end of July each year and either submit a revised policy for board approval or confirm in writing to the COO that the current version of this policy is still fit for purpose.
10. The COO must submit a list of all confirmed policies to the board at the first meeting of each new academic year.
11. The MAT board must formally review and re-approve this policy every five years.