



Keskowethyans
Multi Academy Trust

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Date Adopted by The Board	18.10.16
Review Period	Every 3 Years
Circulation of Policy	
Signed by Chair	

Equality Scheme

Date policy sent to	Date
Administrators	15.11.16
Lead Teachers	15.11.16
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Relevant other i.e. Safeguarding Director/ Subject Co-ordinator	15.11.16

The Keskowethyans MAT Single Equality Scheme serves two purposes:

1. To set out the MAT's overall commitment to equality and diversity in one central document. It, therefore, contains:
 - The MAT's approach to all six Equality Strands: race, religion and belief, sexual orientation, disability, age and gender (including transgender), and
 - How the MAT will manage, plan and include its equality and diversity policy within its day to day work.

This scheme will be monitored and delivered through the Directors' role, School Improvement and Self Evaluation process.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary support required to enable them to achieve their highest potential. We will ensure that the MAT's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in the MAT include as much as possible a balanced gender mix, appropriate representation of diverse ethnic groups and disabled people. We believe that this will provide good role models for pupils from all backgrounds.

We will involve pupils, staff, parents, carers, Directors and all other stakeholders in the development of our Scheme.

As a MAT we are committed to:

- Tackling race, disability, gender, gender identity, sexual orientation, religious belief and age discrimination.
- Positively promoting race, disability and gender equality.
- Creating good relationships in the MAT with all groups by race, culture, gender, disability, sexual orientation, religious belief and age.
- Promoting equality of opportunity for all.

Race and Community Cohesion

The MAT is committed to working for the equality of all ethnic groups and the Board of Directors understands its accountability.

Under the duty in the Race Relations (Amendment) Act 2000 to promote racial equality we will:

1. Tackle unlawful discrimination by
 - Keeping accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them;
 - Dealing with complaints of discrimination and harassment speedily according to '[Guidelines for Challenging and Dealing with Racial Harassment in Schools](#)' and notify complainants of the outcomes and action taken;
 - Encouraging dialogue between different racial groups on the appropriateness of our service offer;
 - Preventing racial discrimination, and promoting equality of opportunity and good relations between members of the different racial, cultural and religious groups
2. Support cohesion by
 - Promoting activities that celebrate our common experience as well as those that recognise diversity generally and fostering understanding and respect for the culture and faith of all our learners and their families;

- Encouraging learners and their families of all ethnic groups to participate fully in all aspects of school life;
 - Using our support for the voluntary and community sector to promote good race relations;
 - Countering myths and misinformation that may undermine good community relations;
3. Work in partnership with Black, Asian and Minority Ethnic individuals and groups to
- Promote the active participation of minority communities in shaping the future of our MAT;
 - Ensure the MAT staff (both permanent and temporary), learners and their families as well as our partners and the wider community fully understand the principles of good race relations.
 - Expand access across all communities and in all areas of MAT activity.

Our Race Equality Policy will form part of the Single Equality Scheme and will be reviewed as part of on-going review procedures.

Disability Equality

The MAT's commitment to disabled learners, their families and staff's equality has four objectives:

1. We will promote equality for disabled people by:
 - Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
 - Encouraging good practice by our partners through our advisory capacity;
2. We will tackle discrimination against disabled people by:
 - Promoting positive images of disabled people;
 - Challenging patronising or discriminating attitudes;
 - Making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
3. We will support disabled learners to achieve their full potential by:
 - Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
 - Supporting the information of groups, networks and services for disabled learners and disabled employees of the MAT and people who are disabled in the community;
 - Supporting disabled learners, staff and carers according to their individual need.
4. We will work in partnership with disabled learners and their carers and staff by:
 - Enabling disabled learners, their families and disabled staff active participation;
 - Involving disabled learners, their families and disabled staff in the changes and improvements we make;
 - Consulting with disabled learners, their families and disabled staff on issues affecting them rather than with people acting on their behalf.

Our Disability Equality Policy and Accessibility Plan will form part of this Single Equality Scheme and will be reviewed as part our on-going review procedures.

Gender Equality

The MAT is committed to combating sex discrimination and sexism and promoting the equality of women and men. We recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. The MAT is aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours. We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes. The MAT is also committed to ensuring the right, under the Gender Recognition Act 2005, of transgender people (who have Gender Recognition Certificates).

We aim to:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation.
- Promote equality of opportunity between women and men in all of our functions.

Our Gender Equality Policy will form part of the Single Equality Scheme and will be reviewed as part of our on-going review procedures.

Religion and Belief

The MAT recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has been a new phenomenon in recent years, developing a character that is distinct from race hate crime.

The MAT also recognises that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

The MAT is committed to eliminating illegal discrimination and exclusion on the basis of religion or belief.

Sexual Orientation

The School is committed to combating discrimination faced by lesbians, gay men and bisexual people. We want to ensure equality of opportunity for lesbians, gay and bisexual people across services and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about lesbians, gay and bisexual communities, both internally and to the community as a whole.

Our MAT recognises the need to protect learners from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act (Sexual Orientation) Regulations 2007. We are committed to taking a pro-active approach to preventing all forms of homophobia within the MAT and will assess the impacts of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

We will deal with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Age

The MAT is committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

Anti Bullying

Our MAT states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We have set out the measures that our MAT will take to address bullying and discriminatory incidents in our Anti-Bullying Policy.

Employment Practices

In our MAT we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

We are reviewing key policies, functions or procedures that have been assessed as relevant to meeting the duties set out under race, gender disability and religion or belief legislation. In line with best practice we will also assess the impact of our key policies, functions and procedures on promoting sexual orientation equality.

The Board of Directors accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in this Single Equality Scheme. In line with the requirements of the Scheme we will produce an annual report and review/revise the scheme every three years.

Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by the MAT because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under the Grievance or Dignity at Work Policies, as appropriate.

We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate procedures.

At all times the Keskowethyans MAT will ensure compliance with the Equality Duty (set out in section 149 of the Equality Act 2010). Adherence to the Equality Duty will ensure the Keskowethyans MAT considers the needs of all individuals in their day-to-day work.

The Equality Duty covers the following 'protected' characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

The Equality Duty has three aims:

- I. To eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- II. Advance equality of opportunity between people who share a 'protected' characteristic and people who do not share it and
- III. Foster good relations between people who share a protected characteristic and people who do not share it.

To Do:

- **Publish information to demonstrate compliance with the Equality Duty, at least annually; and**
- **Set equality objectives at least every four years.**

Appendix

School Context

Keskowethyans is a small Multi Academy Trust made up of 5 rural schools on the Lizard peninsula with currently ? pupils on roll.

- Our pupil/student population is as follows:

Coverack		Other White British	White Cornish	White Irish	Not specified	Refused	White British	White Other	Any Other White Background	Any Other Ethnic Group	Totals
Reception	Boys										0
	Girls		2				1				3
Year 1	Boys										0
	Girls						1				1
Year 2	Boys		2				2				4
	Girls		2				1				3
Year 3	Boys		1								1
	Girls		1								1
Year 4	Boys		1				1				2
	Girls		3								3
Year 5	Boys	1	1				1				3
	Girls										0
Year 6	Boys		3								3
	Girls	2									2
Total		3	16				7				26

Grade Ruan		Other White British	White Cornish	White Irish	Not specified	Refused	White British	White Other	Any Other White Background	Any Other Ethnic Group	Greek Cypriot	White Asian	Totals
Reception	Boys						2			1			3
	Girls						1						1
Year 1	Boys	1					1					2	4
	Girls						3						3
Year 2	Boys	1	1							1			3
	Girls		1										1
Year 3	Boys	1	1								1		3
	Girls		2							1			3
Year 4	Boys		3										3
	Girls	3	2				2						7
Year 5	Boys	2	1				1						4
	Girls	3	2				1				1	1	8
Year 6	Boys	1	6				1						8
	Girls		5										5
Total		12	24				12			3	2	3	56

Manaccan		Other White British	White Cornish	White Irish	Not specified	Refused	White British	White Other	Any Other White Background	Any Other Ethnic Group	Totals
Reception	Boys	1	2								3
	Girls	1									1
Year 1	Boys		3	1	1						5
	Girls						1				1
Year 2	Boys		2								2
	Girls		2								2
Year 3	Boys	1	1								2
	Girls	1	1			1					3
Year 4	Boys		1								1
	Girls		1								1
Year 5	Boys	1	3								4
	Girls		1								1
Year 6	Boys	1	2								3
	Girls		1				1				2
Total		6	20	1	1	1	2				31

St Keverne		Other White British	White Cornish	White Irish	Not specified	Refused	White British	White Other	Any Other White Background	Any Other Ethnic Group	Totals
Reception	Boys	1	2				3	1			7
	Girls		2				5				7
Year 1	Boys	1	1								2
	Girls	1	4								5
Year 2	Boys		8				1				9
	Girls		2						1		3
Year 3	Boys		3							1	4
	Girls										0
Year 4	Boys	2	3								5
	Girls	1	5				1				7
Year 5	Boys		1				1				2
	Girls		1								1
Year 6	Boys	2	6								8
	Girls		3								3
Total		8	41				11	1	1	1	63

St Martin		Other White British	White Cornish	White Irish	Not specified	Refused	White British	White Other	Any Other White Background	Any Other Ethnic Group	Totals
Reception	Boys										0
	Girls					1	1				2
Year 1	Boys										0
	Girls	2									2
Year 2	Boys		1								1
	Girls		1								1
Year 3	Boys						1				1
	Girls		2								2
Year 4	Boys		2					1			3
	Girls	1									1
Year 5	Boys		2								2
	Girls										0
Year 6	Boys		2								2
	Girls										0
Total		3	10			1	2	1			17

Our staff includes representatives of:

	Other White British	White Cornish	White Irish	Not specified	Refused	White British	White Other	Any Other White Background	Any Other Ethnic Group	Totals
Female		13				37		1		51
Male						5				5
Total		13				42		1		56

Our Board of Directors includes representatives of:

5 White British Female
4 White British Male
No disabilities