

Trinity Academy Sowerby Bridge

Equality & Cohesion Policy (inc. Race Equality Policy)



Status – Statutory

What we want to achieve

1. Our aim is that the diversity of our school community will be celebrated in the life of the school and that the values of fair treatment and mutual respect (regardless of gender, race, sexual orientation, religion, health and disability) will become embedded in school and have an impact in the wider community.

Reasons for the policy

2. As part of our work to create a happy school environment we are committed to actively working through the curriculum, through our employment policies and through the behaviour of everyone in school to prevent direct or indirect discrimination on grounds of gender, race, sexual orientation, religion, or disability and to build greater community cohesion within and beyond school.
3. In respect of our powers of appointment, suspension, discipline and dismissal of staff we are committed to ensuring that employees and prospective employees do not face direct or indirect discrimination on grounds of age.
4. We aim to fulfil our duties under the Race Relations Act 1976, the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005, the Equality Act 2006, the Education and Inspections Act 2006 and the Equalities Act 2010 and accompanying regulations, including the various Employment Equality Regulations. Paras. 1-2, 4-10, 14-16 & 18-19 constitute our Race Equality Policy.

Related documents

5. To be read in conjunction with:
 - Our Disability, Race and Gender Equality Schemes
 - Curriculum Policy
 - Behaviour (including Anti-Bullying) Policy
 - Staff Discipline, Conduct and Grievance Policy
 - Calderdale Council's School Admissions Policy

Scope

6. This policy applies to everyone while on school premises and to employees and volunteers working on school business and to students under school supervision away from school. It also governs the school's treatment of prospective students, staff and volunteers.
7. For the purposes of this policy:
 - race means ethnicity, colour, nationality or national origin
 - religion means religious affiliation or religious belief
 - sexual orientation means actual or perceived sexual orientation

Broad guidelines and responsibilities

8. As a school we will actively promote racial equality and good race relations across all areas of school life as set out in our Racial Equality Scheme.

Date adopted by Governing Body/IEB	Autumn 2016
Date for full implementation	Autumn 2016
Date for review	Autumn 2017
Lead Professional	