

POLICY



Equality & Diversity Policy for Schools within Quest

St. Peter's C. of E. Primary School, Hindley
Hindley Green Community Primary School
St. John's C. of E. Primary School, Hindley Green
St. John's C. of E. Primary School, Abram
University Collegiate School, Bolton

January 2024 to January 2027

Reviewed every 3 years

Overarching Principles

Our Trust and schools' vision and values underpin our approach to equality, where we are unwavering in our commitment to whole school community culture of inclusion and diversity where those connected to the school feel proud of their identity and able to participate fully in school life.

At all our schools within QUEST we are committed to meeting the requirements in equality legislation and our duties under the Equality Act 2010. Our schools all serve diverse and/or disadvantaged communities and it is our fundamental belief that education must increase equality of life chances from Early Years to Employment and beyond.

We are committed to:

- ◆ Creating communities in which every member, including staff, pupils/students, parents/carers and other adults feel equally valued and respected.
- ◆ Providing an environment which reflects these positive attitudes by presenting accurate and balanced images of other cultures, individual and different needs that challenges stereotypes.
- ◆ Decision making at all levels which supports equality of opportunity.
- ◆ Ensuring that organisational procedures are sensitive to diversity through our Christian or Community approach.
- ◆ Teaching pupils to give due respect, reverence and understanding to other cultures within and beyond our community, reflecting modern British Values and the fact that we are global citizens.

We will:

- ◆ prepare pupils to embrace life in a diverse society and hold due regard to ensure that those with protected characteristics are not discriminated against and given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age
 - gender reassignment
 - being married or in a civil partnership
 - being pregnant or on maternity leave
 - disability
 - race including colour, nationality, ethnic or national origin
 - religion or belief
 - sex
 - sexual orientation
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- ◆ Provide all pupils with an education which actively promotes equality for all not just those sharing characteristics that are 'protected' within the law. For example, it is as just as important to promote equality for those from socially and/or economically disadvantaged backgrounds or with English as an additional language.
 - ◆ Provide a curriculum that will develop pupils' knowledge and understanding to enable them to be critically aware of what they see, hear and read.
 - ◆ Publish key information including about specific equalities objectives on the Trust website and made available in other formats on request.

Staff Workforce

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are based on merit and ability and in compliance with the law. However, we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

Impact

For pupils, we expect action on equalities as set out in this policy to deliver improving outcomes for all children, with accelerated improvements for pupils in vulnerable groups and/or sharing 'protected characteristics'

For staff, we promote equality of opportunity and diversity across our workforce which is increasingly representative of the communities we serve. We recognise and value the differences and individual contribution that people make and we work in an environment free from discrimination, bullying and harassment. We provide support and encouragement to staff to develop their careers and increase their contributions to the organisation.

At Quest, we welcome our duties under the Equality Act 2010. The Trustees and Governing Bodies of our schools are committed to promoting equality and diversity and eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the **Equality Act 2010**.

This policy will be reviewed according to the review schedule, or in line with statutory direction, and has been reviewed with due regard to the Equality Act 2010 during the Spring Term 2024 and Trustees are aware of its contents.

Signed

A handwritten signature in black ink, appearing to be 'MJD', with a long horizontal stroke extending to the right.

CEO