

Equality and Diversity Policy

Date of Approval:	24/02/21
Approved by:	Trust Board
Date of next Review:	August 2024



1. Introduction

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy. It has been established in accordance with the mission and values of the Trust, which are centred around the principles of equity.

2. Aims

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Consilium Academies will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

All of our academies are committed to advancing and achieving equality of opportunity for all students, parents & carers, colleagues, Trustees, Local Academy Board Members and visitors.

Our Consilium Charter recognises our belief that every individual is unique and of great value. We are firmly committed to ensuring the Trust offers an inclusive environment, with an equality of opportunity for all.

3. Policy

Consilium values and respects individuals' differences. These differences include, but are not limited to gender, pregnancy and maternity, ethnicity, culture, age, disability, sexual orientation, gender identity, religion or belief, marital and civil partnership status, and those with a caring responsibility.

Consilium does not tolerate any form of harassment, bullying or discrimination in or out of the workplace. We embrace diversity and individual differences, and aim to create a culture, environment and practice at all levels which encompass acceptance, respect and inclusion. Consilium's Charter is clear that, through our inclusive and people-centred approach, the Trust will provide every member of our Trust community with an equality of opportunity and respect.

Consilium Academies is committed to:

- creating a community where diverse cultures are celebrated, where everybody feels welcome and can use their differences to develop themselves and the environment they work in
- embedding a culture that is based on the values set out in the Consilium Charter and consideration of how behaviour affects others in and outside the organisation
- regularly reflecting on its own practice to ensure that what it does doesn't create barriers to participation for students, employees or Local Academy/Trust Board members
- providing outstanding opportunities and education to all its communities
- championing all of the communities it serves.

We recognise the importance that Equality and Human Rights legislation has to play in promoting equality and eliminating unlawful discrimination, but we will always seek to exceed our legal obligations and to provide an inclusive environment for all where employees, students, and community can be a part of and contribute their best.

Consilium Academies will:

- Set equality objectives (reviewed annually), and publish information to demonstrate its compliance with the public single equality duty
- Seek to ensure that the Trust Board and Local Academy Board recruitment attracts a representative sample of our communities, in particular, we aim to have balanced gender composition. In the case where this balance does not represent the population, we will formally review our recruitment efforts to ensure they are inclusive and make improvements where appropriate.
- Review all policies and practices on a rolling basis to ensure that they meet legal obligations, and work to exceed these
- Create a culture that drives positive behaviour
- Have clear complaints procedure
- Bi-annually review recruitment processes to ensure that our practice supports our vision
- Ensure our procurement criteria are inclusive and support Consilium's values
- Work in partnership with organisations that support Consilium's values and mission

Our Academies will:

- Be at the heart of their communities, underpinning the Consilium Charter to create a welcoming environment for all, celebrate the diversity of the communities they serve and promote community cohesion.
- Ensure that diversity, equality and inclusion run through everything we do and are included in all policies when reviewed.
- Provide a safe environment where adults are dedicated to protecting the rights, meeting the needs and supporting the aspirations of children. Each Academy will be recognised by all as an inclusive, high quality learning environment.
- Publish their own academy equality, diversity and inclusion statement which is consistent with Consilium's "umbrella" policy, and publish equality objectives which are reviewed and updated annually.
- Bi-annually review admissions processes to ensure that our practice supports our vision for equality, diversity and inclusion.
- Ensure their Local Academy Boards are open and inclusive by:
 - asking for annual reviews of meeting times
 - aiming to ensure that their Local Academy Board recruitment attracts a representative sample of their communities, and in particular has a balanced gender composition
 - communicating in an open and inclusive manner
 - advertising community/staff/parent/carer governing opportunities to all communities the academies serve
 - Report annually on the equality objectives set, and the equality & diversity profile of their staff and student population

4. Equality Objectives

The Consilium Charter sets out the Trust's core values of partnership, opportunity, integrity, equity, excellent and

people-centred. These values are built around an ethos of inclusion, where every individual feels valued and embraced for their unique contribution to our Trust.

In the furtherance of this ambition, we have set ourselves the following objectives:

1. Embed a strong data management system across the Trust, supporting each academy to monitor and analyse pupil achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.
2. Implement a Trust-wide HR information system, ensuring that this incorporates the ability to provide robust reporting on and monitoring of equalities data.
3. Through the use of peer networks across the Trust, ensure that the PSHE curriculum across the Trust is broad and balanced, and provides students with a high quality education surrounding equality and diversity.
4. Plan systematically to improve our understanding and promotion of diversity, establishing an equality and diversity focus group to drive this aspect of our work and ensure that our equality and diversity practices are sector-leading.