

EQUALITY DUTY PLAN

Review Body:	MAT Board
Leadership Group Responsibility:	Assistant Headteacher/Pastoral
Type of Policy:	Statutory
Reviewed:	February 2021

We welcome our duties under the Equality Act 2010.

The Trust's general duties, with regards to equality are:

- Eliminating discrimination and other conduct that is prohibited by the act.
- Fostering good relationships across all characteristics.
- Advancing equality of opportunity between people.

We will not discriminate against, harass or victimise any student, prospective student, member of staff or other member of the school community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender or transgender
- Pregnancy or maternity

Rainham Mark Education Trust aims to promote students' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our schools are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Rainham Mark Education Trust recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

Our Equality Policy outlines a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

Equality Policy

Equality Objectives 2017-18

Whilst continuously aiming to improve the implementation of equality related policies and procedures, Rainham Mark Education Trust has identified the following specific objectives for the school year 2017-18:

- To analyse the academic progress of specific pupil cohorts (gender, ethnicity etc) on a termly basis and put intervention plans in place as necessary.
- To audit the involvement of BAME (Black, Asian and Minority Ethnic) pupils in 'whole school life' (clubs, residential' etc..) and if necessary develop strategies to address issues that are identified.
- To review our curriculum to ensure that it continues to result in outstanding outcomes for pupils in all groups.

- To reduce prejudice and promote understanding in relation to people who may be homosexual, bisexual or transgender.
- To reduce the incidence of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To promote cultural development and understanding through a rich range of experiences both in and beyond the school.

Progress in meeting these objectives will be reported on in the end of year audit of our School Development Plans 2017-18.

Further evidence of our due regard for equality can be found in the following published documents:

- Minutes of Governors meetings
- Through published data on specific pupil cohorts
- PPG initiatives
- All relevant policies where due regard is given for equality for example our behaviour, bullying and inclusion policies.
- Minutes of student and staff diversity working parties (RMGS)