



AHMAT Disability and Equality Scheme

January
2024- 2028



*Encourage one another
and build each other up*
1Thessalonians 5:11

MAT

Ashley Hill Multi Academy Trust is committed to securing the best outcome for every child in its schools within a learning environment characterised by a distinctive Christian ethos.

We value the uniqueness and individuality of every school in the Trust, encouraging each to develop to meet the particular needs of all its pupils and the community it serves, underpinned by a common commitment to work together, making full use of all the Trust's resources, to enhance the experience and opportunities of all.

In line with our core Christian beliefs and principles, we want each school to be an educational community where:

- all are welcome, whatever their cultural, ethnic or religious background;
- all will flourish, with a particular focus on supporting any who are disadvantaged culturally, socially, economically, physically, or in any other way;
- all will have a life-enhancing encounter with the Christian faith;
- each individual is encouraged and helped to discover and develop their God- given gifts and talents to the fullest extent;
- all will fulfil their potential in a way appropriate for their age, both academically and as well-rounded, independent, emotionally mature individuals.

Equality Information and Objectives Statement

Opening statement

AHMAT and its schools welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

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

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our Trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

Our schools are committed to equality. We try to ensure that everyone is treated fairly and has equality of opportunity. We also work to develop good relations between people from different groups. We recognise that in wider society, people are not always treated fairly, for example because of their: age; disability; gender; gender identity; pregnancy or maternity; ethnicity, colour or national origin; religion or belief; or sexual orientation.

We try to make sure that our schools are a safe and secure place for everyone. We do not put up with unfair treatment or bullying of any kind.

We recognise that people have different needs and we understand that treating people equally does not always involve treating them all the same. When people face particular difficulties they need extra support to help them achieve success and we try to do this for all people in our school community.

We also try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.

Britain as a country is very committed to making society a fair place and the Government asks all schools to help with this. We are asked to set equality objectives and to make sure we review our progress every year and let people know how we are getting on.

Approach

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive, ensuring each individual is able to access all opportunities offered
- Aware of what constitutes discriminatory behaviour.

The school's staff will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's staff will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for that celebrate key diversity issues.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We ensure our policies reflect our values for equality, diversity and inclusion and we embed these values in all we do from recruitment onwards.

We are committed to providing great working practices, resources and training. We are also committed to ensuring our people are a reflection of the communities we serve.

Importantly we also give opportunities for all staff to provide feedback so that we can celebrate what we are doing well, and we can reflect upon and take appropriate action upon any area of concern.

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

We ensure that our recruitment and promotion processes are fair and open to all. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that our staff reflect the diversity of our community.

Inclusion

In our Trust and schools **inclusion** is about ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally regardless of who they are, where they're from, or what they're going through. The Trust provides a space where everyone has equal access to opportunities and resources, and where everyone feels valued and accepted.

Closing statement

The Trust seeks to promote and create a fair and inclusive community where everyone can participate and fulfil their potential. Equality is a whole Trust and school issue. We celebrate individual differences and seek to ensure that everyone is treated with respect. We acknowledge that everyone brings a unique perspective and ideas to the Trust and we do everything we can to help each person to thrive. We aim to develop a culture of inclusion and diversity in which all those connected to the Trust feel proud of their identity and ability to participate fully in school life. Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Created or Reviewed by	Date	Changes
Suzie Henwood	February 2015	
Isabel Cooke	12 th October 2018	
Isabel Cooke	5 th November 2019	
Isabel Cooke	8 th November 2020	
Isabel Cooke	6 th January 2024	Policy rewritten inline with new guidance