

HASMONEAN MULTI-ACADEMY TRUST



EQUALITY ACT STATEMENT

1. GENERAL PRINCIPLES

Hasmonean Multi-Academy Trust ("The Trust") is committed to:

1. Encouraging every student to acquire the knowledge, skills and experience necessary to promote to the full his/her spiritual, moral, cultural, mental and physical development.
2. Encouraging students to develop confidence, self-respect and a knowledge and understanding of other cultures and lifestyles, to value diversity within the school community, and to foster a growing sense of corporate responsibility both within the school and in the wider community.
3. Providing a variety of opportunities for staff to enhance their professional experience within a rewarding and fulfilling career.

The Trust is committed to ensuring equality of opportunity in line with the Equality Act 2010. We endeavour to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);

- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a Trust and employer, we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty (PSED) giving due regard to that duty when making decisions, taking actions and developing policies. The PSED is a requirement on schools to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

In line with the specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how we are complying with the Public Sector Equality Duty. Published information will be updated annually and objectives will be updated every four years.

Our current objectives are:

- **to narrow the gap in performance between different groups of students;**
- **to increase the opportunities for Orthodox Jewish children to learn about those from a wide range of faiths (or no faith) and about the LGBTQ+ community.**

The School will:-

1. Assess and monitor student progress and attainment, tracking individuals and students with any protected characteristics within the school, taking appropriate action;
2. Deal with all behaviour and discipline issues in accordance with the Equality Act 2010;
3. Monitor each student's personal development and provide support where necessary;
4. Provide every student with full access to the curriculum;
5. Follow the school's admissions policy which is determined in accordance with the Equality Act 2010;
6. Monitor attendance and take appropriate action where necessary;
7. Have equal opportunities in staff recruitment, professional development and governance of the school;
8. Seek support for students with significant difficulties in the use of English as a first language;
9. Promote partnership with all parents, using the services of interpreters when necessary;
10. Ensure that the school complies with the Equality Act 2010;

11. Ensure students have opportunities to learn about those from a wide range of faiths (or no faith) and about the LGBTQ+ community;
12. Enable any student/member of staff who feels they are a victim of discrimination, harassment or victimisation to report their experience and expect appropriate action to be taken.

Reviewed by Stone King Dec 2021

Ratified by Maxine Zeltser

Next Review: Dec 2022