



Equality Policy – Falmouth MAT

Version 1.0

Committee Author: Policy Committee

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We want to ensure that your needs are met, if you would like this information in Braille, large print, any other format or interpreted in a language other than English, please contact the main school office, telephone: 01326 313607 or email: secretary@king-charles.cornwall.sch.uk

INTRODUCTION

The Equality Act 2010 gives wide protection to people with protected characteristics (as defined in the Act). Protected Characteristics include age, gender, gender reassignment, race or ethnicity, religion or belief (which includes no belief), disability, sex, sexual orientation, pregnancy and maternity.

In addition, the Act contains a duty on the public sector (which includes the Department of Education) positively to promote equality and diversity.

This policy sets out the objectives of Falmouth MAT to ensure that all students and staff in each school in Falmouth MAT are treated equally whatever their protected characteristics.

The policy will be applied in conjunction with The Equality & Human Rights Commission guidance.*

POLICY

Each student and member of staff will be treated equally in respect of the opportunities and facilities made available to them by the school, such opportunities and facilities being assessed on the basis of merit and ability.

The aim of this policy is to ensure that:

- All are able to give of their best
- There is no bullying and harassment or discrimination, and
- All decisions are based on merit

PROCEDURE

- Staff will receive equality training.
- The policy will be monitored.
- Records of complaints and issues under the policy will be recorded.
- An annual report will be prepared and presented to the FGB.
- The policy will be reviewed annually.

*https://www.equalityhumanrights.com/sites/default/files/good_equality_practice_for_employers_equality_policies_equality_training_and_monitoring.pdf