

# MIAG Independent Schools EQUALITY ACT POLICY

## 1. Purpose of Statement and Guiding Principles

The purpose of this statement is to define MIAG Independent Schools commitment to equality and diversity and represents our commitment to a common set of values and objectives, and a consistent approach to communicating, implementing and monitoring the statement.

MIAG Independent Schools is committed to equality in both employment and education provision. We aim to ensure that students, parents, governors, employees, contractors, partners, clients and those who may potentially join the schools community, are treated fairly, and with dignity and respect.

This policy encompasses the following protected characteristics:

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

MIAG Independent Schools recognises that it is also unlawful to discriminate by association or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parents or other family members.

This statement recognises the four types of unlawful behaviour

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Every possible step will be taken into account in the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

## 2. Public Sector Equality Duty

MIAG Independent Schools are fully aware of the requirement, in carrying out their functions, to have due regard to the need 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.

Due regard means giving relevant and proportionate consideration to the duty. For MIAG Independent Schools this means that:

- We will be aware of the duty and have due regard when making decisions and will assess whether it may have a particular implication for people with a particular protected characteristic.

- We will consider equality implications before and the time a policy is developed and will keep those implications under review on a continuing basis.
- We will ensure that the duty is integrated into the carrying out of the schools functions.

In accordance with its obligations under the [Equality Act 2010 \(Specific Duties\) Regulations 2011](#), MIAG Independent Schools will draw up and publish equality objectives every four years and annually publish information demonstrating how it is meeting the aims of the public sector equality duty.

### **3. Links with Other Policies or Legislation**

This statement applies to every policy, procedure and guidance document that is produced in relation to students, staff, parents and Governors.

This statement is underpinned by the Equality Act 2010 (“the Equality Act”).

Other policies which link to this statement are:

- SEN Policy
- Exclusion Policy
- Admissions Policy
- All Employment Policies

### **4. Equality Statement**

MIAG Independent Schools will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation and decision making.

MIAG Independent Schools is committed to equality in its delivery of education, whether or not the service is directly provided by us or contracted out to a third party provider.

MIAG Independent Schools aims to provide high quality education services, making sure services are easily accessible. We will improve what we do by continuing to consult with staff, students, parents and governors, their communities and partners about equalities issues. We will promote our equal opportunities policy in our contact with parents, staff, governors and external organisations.

We will make every effort in creating equality of opportunity in order to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age culture, religion, nationality or caring responsibilities.

Where necessary we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment.

Our staff and governors who agree and deliver our education provision will recognise diversity and demonstrate a proactive approach in their day-to-day work. They will ensure that everyone is treated fairly, recognising special needs and understanding differences.

Behaviour will reach our high standards of conduct (staff and students) and the learning environment we provide will be safe and accessible for those studying and working.

MIAG Independent Schools will adhere to statutory Government legislation and give consideration to other relevant guidance, which aim to make sure that everyone is treated with equity.

MIAG Independent Schools will not tolerate any form of discriminatory behaviour against members of the school community.

## 5. Employment

MIAG Independent Schools is committed to ensuring that employees have equal access to jobs, training, and professional development opportunities

All employment policies refer to the provisions of the Equality Act.

MIAG Independent Schools recognises that it has broader responsibilities to employees and situations that may be covered by the Act. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act which the school would need to consider.

All recruitment will be undertaken with regard to the obligations set down by the Equality Act and applications will be monitored to report on recruitment activity, in line with the Act.

Employees who are in breach of this statement will be dealt with under the MIAG Independent Schools disciplinary policy.

## 6. Student Provisions

MIAG Independent Schools will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.

All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment and Child Protection and safeguarding policies should consider the provisions and duties of the Act.

The protected characteristic 'Age' does not apply to students in the academies/schools.

## 7. Contractors and Service Providers

MIAG Independent Schools will ensure that all service providers that are contracted to provide services to students, staff or visitors will comply with Equalities legislation.

Where services are deemed not to meet school standards, in relation to equal opportunities and <sup>fairness</sup> contracts may be terminated. **Appendix 1**

## MIAG Independent Schools Equalities Objectives

In setting our objectives for we are guided by the following 9 principles:

1. All learners are of equal value
2. Recognise and respect difference
3. Foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. Observe good equalities practice in staff recruitment, retention and development
5. Aim to reduce and remove inequalities and barriers that already exist
6. Consult and involve widely
7. Society as a whole should benefit
8. Base our practices on sound evidence
9. Measurable objectives

**Objectives - Agreed and Published Sept 2025** *(to be reviewed annually and updated every 4 years (2029)).*

- Children from ethnic minority groups will achieve at least as well as their peers and in-line with 'others'
- We will deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects faith, beliefs and cultural differences

- Disadvantaged children will make progress in line with the expectation for all children
- We will work to ensure that there is equal representation of genders among roles within the school
- We will ensure that all children and staff, no matter their sexual orientation, are treated fairly and supported.

**In order to satisfy the public sector equality duty we have undertaken the following:**

**a) Eliminating discrimination:**

- We have published clear policies relating to behaviour, bullying, recruitment and pay where the importance of avoiding discrimination and other prohibited conduct is expressly set out.
- We will adopt the BANES Race Charter across our school
- We provide staff training on equality issues.
- We work with staff to raise awareness of unconscious bias.
- We engage with external providers to support schools delivering key messages relating to discrimination – SARI for example
- We survey children and act on outcomes of survey to improve tolerance of all in our communities
- We will complete equalities impact assessments as part of our review process

**b) Advancing equality of opportunity:**

- We collect data and adjust programmes where necessary, to ensure pupils with different characteristics can access educational visits and extra-curricular activities.
- We support students from disadvantaged backgrounds to ensure full participation in all school activities including trips and residential.
- We make adjustments, where necessary, to support students from different faiths to access all areas of school life

**c) Fostering good relations**

- Our curriculum offer highlights a curriculum which promotes tolerance or understanding of others (e.g. religion, culture, race, etc.).
- We have a robust anti-bullying policy.
- We use assemblies to focus on equality issues.
- All schools work with the local community or other schools to encourage appreciation of diversity.
- We engaged with outside speakers to raise awareness of issues relating to discrimination.
- Specific days are used in schools to find out about the protected characteristics.