DND Learning Trust

Durham and Newcastle Diocesan Learning Trust (DNDLT)
Company Number 10847279

Public Sector Equality Information and Equality Objectives

Every child matters and no child is ever left behind..."

"Let the little children come to me, and do not stop them;
for it is to such as these that the kingdom of God belongs."
Luke 18:15-17

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Responsible Officer: COO

Vision Statement:

"Every child matters and no child is ever left behind"

Let the children come to me, and do not stop them; for it is to such as these that the kingdom of God belongs.

Luke +

At the DNDLT we believe everyone in our Trust is a child of God, adults and children alike. Every individual and every school matters, all are valued and celebrated, and no one should be left behind.

As a Diocesan Trust of the Dioceses of Newcastle and Durham we are here to serve children, and schools of all faiths and none. We welcome both Church of England and Community Schools to join us to serve our communities in the North East of England as part of our Trust family whilst remaining unique and distinct within their local context.

The Durham and Newcastle Diocesan Learning Trust is a place where we strive for the best outcomes for our children and staff. We work hard to achieve equity and flourishing for everyone. We want our staff and children to feel valued and celebrated given the opportunity to innovate and reach their full potential. We want our schools to be at the heart of their communities serving them in the way they know best, knowing they will be supported, encouraged and affirmed by a dedicated and specialist team.

Equal opportunities statement

This document describes how the DNDLT fulfils its responsibiities under the Public Sector Equality Duty and sets out the Trust wide equality objectives. We welcome our duties under the Equality Act 2010. The DNDLT and each school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- 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

We believe that a greater level of success from pupils and staff across the Trust 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 Trust. This environment will be achieved in line with our vision and by:

- Being respectful.
- Always treating all members (including children, staff, consultants, parents and visitors) of the Trust wide community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that each school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Ensuring each school adopts 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.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.
- consideration & delivery of reasonable adjustment to accommodate the needs of pupils and staff
- Embedding a Christian ethos towards inclusion in accordance with the Church of England Vision for education and aims for community cohesion.

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 expect all schools within the Trust to treat discrimination against any members of DNDLT schools with the utmost severity. When an incident is reported, our Trust is committed to ensuring, in partnership with the Head Teacher and Local Academy Council, that appropriate action is taken and a resolution is put into place which is both fair and firm.

We expect our schools to ensure our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive, in line with the Trust vision statement as set out above.
- Aware of what constitutes discriminatory behaviour.

In line with the Equal Opportunities Policy in the Staff Handbook, the Trust's employees will not:

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

In line with the Equal Opportunities Policy in the Staff Handbook, The Trust's employees will:

- Promote diversity and inclusion.
- 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, schools are expected to provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.
- Presenting opportunities to celebrate positive actions by students that support the inclusive culture of the school and trust.

Equality and Dignity in the Workplace

In line with the Equal Opportunities policy in the Staff Handbook, 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, including those within the Staff Handbook. We will ensure that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures and internal processes are non-prejudicial,

whether they result in warnings, dismissal, or any other form of sanction. We will actively commitment to seek to make recruitment accessible to diverse candidates

Diversity, representation and inclusion

As a Trust we are working with our schools to increase understanding and awareness of equity, diversity, inclusion and justice and seeking to ensure that all groups are fully represented and included within our school communities. As part of this work we are supporting schools with training and networks, this year these networks will have a particular focus on behaviour and inclusion and a continued focus on the protected characteristic of race.

An overview of our ongoing key focus and objectives are set out below:-

- To ensure **psychological Safety** is a climate where people feel safe enough to take risks by speaking up and sharing concerns, questions or ideas by:
    - Make the above an explicit priority
    - Facilitate everyone being able to speak up
    - Establish norms for how failure is handled
    - Create space for new ideas
    - Embrace constructive conflict
    - Embedding the training on psychological safety for all Heads in the Trust and dissemination to all trust schools.
- Continued CPD including with the support of the National Society Central Team for Heads / Central Team
    - Continued CPD- Address and continue training needs as identified in Trust Questionnaires including:
        - Anti Bullying Guidance for C of E Schools
    - Students taught about and around EDIJ embedded in the curriculum with real life examples
    - GRT Award now achieved in part for all schools and focus on remaining schools
- EDIJ Action Plans now embedded within each School in the Trust supported by the Central Team and continued work and focus on this via School Development plans
- Ongoing data capture to measure impact of CPD
    - Data capture- EDIJ Progress to be documented as a termly item for Academy Councils to consider.
    - Data capture -continued focus on recruitment of a more diverse board from various communities
    - Data capture- continued development of meaningful monitoring and oversight by the Trust Board

At Holy Trinity Rosehill CofE Primary School our on-going key focus and objective is set out below :

- To further promote equality of opportunity and inclusion by ensuring that all children, particularly those with protected characteristics and those who are vulnerable to disadvantage, can participate fully in all aspects of school life and have their voices heard in decisions that affect them. We will achieve this through:

    - Monitoring participation in leadership groups, pupil voice activities, educational visits and extra-curricular clubs to ensure this reflects the diversity of the school community.
    - Reviewing any identified gaps in participation, attendance or attainment for specific groups and appropriate actions implemented.
    - Ensuring pupil voice activities include representation from pupils with SEND and other underrepresented groups.
    - Giving opportunity for staff to receive regular training to strengthen inclusive practice and reduce barriers to learning and participation.
    - Our Academy Councillors reviewing equality information and progress towards this objective regularly.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our Trust and school communities.

The DNDLT Staff Handbook contains the Trust wide Equal Opportunities Policy.