

# **DEMAT Equality Information & Objectives Statement**

In the development of this statement consideration has been given to Equality and Diversity and Data Protection.

### **Equality and Diversity**

DEMAT is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate against staff based on age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which DEMAT staff and Governors treat visitors, volunteers, contractors and former staff members.

### **Data Protection**

DEMAT will process personal data of staff (which may be held on paper, electronically, or otherwise). DEMAT recognises the need to treat it in an appropriate and lawful manner, in accordance with the Data Protection Act 1998 (DPA) (due to change to GDPR in May 2018).

|  | Version | Date          |
|--|---------|---------------|
| Date of EPM Model Statement used as a baseline by DEMAT                                | 1       | August 2017   |
| Date approved by the DEMAT Personnel Committee   | 2       | February 2019 |
| Date on which the DEMAT consulted with the unions if applicable                        | 2       | January 2019  |
| Effective date as determined by DEMAT  | 2       | February 2019 |
| Statement to be reviewed annually from date last approved by DEMAT Personnel Committee |         | January 2021  |

For all questions in relation to this statement please contact the DEMAT HR Manager on 01353 656760 or email: [HRteam@demat.org.uk](mailto:HRteam@demat.org.uk)

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## Statement Contents

### *Page Number(s)*

#### **Equality Statement**

- |                 |   |
|-----------------|---|
| 1. Introduction | 3 |
|-----------------|---|

#### **Statement of Due Regard**

- |   |   |
|---|---|
| 2. Data                                     | 3 |
| 3. Documentation & Record Keeping           | 3 |
| 4. Responsibilities                         | 3 |
| 5. Staffing                                 | 4 |
| 6. Behaviour & Safety                       | 4 |
| 7. Curriculum                               | 4 |
| 8. Consultation, Involvement and Engagement | 4 |

#### **Definitions**

“Headteacher” also refers to any other title used to identify the Headteacher where appropriate or DEMAT Senior Manager in respect of the Central Team.

“Employee” refers to any member of staff, namely teaching, support and shared service team employed to work within DEMAT.

#### **Application of the Statement**

This statement is to be used by all employees employed by The Diocese of Ely Multi-Academy Trust (DEMAT). The definitions above are included for reference purposes for both School and Shared Service Team staff to enable clarity and transparency when applying this statement.

## **1. Introduction**

- 1.1 In accordance with the Equality Act 2010 (1 October 2010 the Equality Act replaced previous equality legislation, including the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act) and DfE guidance May 2014:  
The DEMAT provides a broad and balanced curriculum that meets the needs of all pupils, and promotes their spiritual, moral, social and cultural development. The school is committed to equality and reflects and values diversity.

All academies must have their own published equality objectives.

## **2. Data**

- 2.1 School data is analysed termly to track the progress and attainment of pupils by year group, ethnicity and gender, types of impairment and special educational need.
- 2.2 School data is used to set objectives for achievable and measurable improvements for all groups of children.

## **3. Documentation and Record-keeping**

- 3.1 The statement regarding the school's responsibilities under the Equality Act 2010 is contained in a variety of school documents including policies, the raising achievement plan and website.
- 3.2 There are references to the school's responsibilities under the Equality Act 2010 in the minutes of a variety of meetings including governors, leadership and curriculum.
- 3.3 When implementing new policies or measures the school evaluates the potential impact upon equalities and records the judgements that are made.

## **4. Responsibilities**

- 4.1 The headteacher has overall responsibility for equalities matters regarding the school.
- 4.2 A member of the governing body has responsibility for monitoring equalities matters within school.
- 4.3 The playleader has responsibility for equalities matters regarding the After-School Club (where appropriate).
- 4.4 DEMAT Directors are responsible for equalities matters regarding the Shared Services Team.

## **5. Staffing**

- 5.1 The school's programme for professional development for all staff includes reference to equalities matters.
- 5.2 Recruitment and promotion of all staff includes good equal opportunities practice and safer recruitment.

## **6. Behaviour and Safety**

- 6.1 Prejudice related bullying and incidents are dealt with in line with DEMAT procedures.
- 6.2 Pupil questionnaires and PHSE activities are undertaken regularly to monitor and ensure that pupils feel safe from all kinds of bullying.

## **7. Curriculum**

- 7.1 Extra or special provision is made available for the needs of specific pupils as appropriate.
- 7.2 Curriculum coverage includes equalities issues particularly regarding tackling prejudice and promoting community cohesion and mutual understanding.
- 7.3 Across the curriculum there are activities that promote pupils' spiritual, moral, social and cultural development.
- 7.4 Where appropriate the school takes part in national projects and award schemes such as anti-bullying week and Stonewall.
- 7.5 Curriculum materials for all subjects ensure there are positive images of disabled people; lesbian, gay and bisexual people; men and women in non-stereotypical gender roles; and of people from a wide range of ethnic, religious and cultural backgrounds.

## **8. Consultation, Involvement and Engagement**

- 8.1 The Trust has procedures for consulting and involving parents and carers and engaging with local groups and organisations and has regard in these for the concerns and requirements of the Equality Act 2010.
- 8.2 Questionnaires and PHSE activities are undertaken regularly to evaluate how all groups of pupils think and feel about the school and has regard in these for the concerns and requirements of the Equality Act 2010.