



THE AYLSHAM COMMUNITY TRUST (FAMILIES)

EQUALITY, DIVERSITY AND INCLUSION POLICY

Policy Reference:	JT/TACT(Families) Equality, diversity and inclusion policy	Review Frequency:	2 years (dependant on yearly review of information)
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Ratified by the TACT (Families) Trust Board on: 12th February 2024

Signed: _____

Chair

1. Policy Statement

The aim of The Aylsham Community Trust (Families), TACT (Families) is to advance the education of children, young people and their families in The Aylsham Cluster Trust through raising aspirations, academic outcomes and the development and understanding of knowledge and by supporting the physical and mental health of children, young people and their families.

TACT (Families) values equality, diversity and inclusion. By respecting these key values we can maximise our impact through our work with young people and families. Stakeholders should recognise and fulfil their personal role in making TACT (Families) a genuinely inviting and inclusive organisation.

TACT (Families) aims to meet its obligations under the Equality Act 2010 by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- 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. These protected characteristics are:
 - Age
 - Disability

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

This policy is fully supported by the Board of Trustees and other stakeholders who have given clear direction and leadership that promoting equality, diversity and inclusion is a priority.

2. Policy Aims

The aim of this policy is to create an organisation where:

- Every adult and child involved is able to give of their best.
- Decisions are fair and based on merit, competence and potential.
- In our work we take account of individuals' experiences and needs.
- Unfair discrimination is not tolerated.

We understand that to do this we will need to address the root causes and impacts of stereotyping, prejudice, discrimination, harassment and victimisation, as well as examine and interrogate the indirect discrimination that can unintentionally arise from our policies, practices and procedures, i.e. that they may apply to everyone in the same way so appear to be fair, but they have a worse effect on some people than others.

Through this policy we also aim to:

- Attract and retain stakeholders that reflect the diverse communities in which we operate and who are committed to our equality principles.
- Build an organisational culture that is tolerant, open and inclusive and where people feel safe, where differences are accepted, engagement is apparent and the contributions of all are encouraged, valued and respected.
- Ensure equality, diversity and inclusion is considered in every aspect of our work including employment, fundraising, campaigning, marketing and events so that we can meet the needs of all our stakeholders.

3. Policy Implementation

In order to translate this policy into action we will:

- Train our stakeholders to carry out this policy and embed equality, diversity and inclusion principles into all relevant training
- Communicate this policy to all our stakeholders so that they are aware of our commitment to treat them fairly and their obligation to operate in line with this policy.
- Take appropriate action when incidents occur which breach this policy.
- Regularly monitor and review the success of this policy in promoting equality, diversity and inclusion and evaluate its relevance and effectiveness.

4. Our Legal Duties

The Equality Act 2010 replaced a number of existing anti-discrimination laws to simplify and strengthen equality law, removing inconsistencies and making it easier for people to understand and comply.

This policy is the instrument through which we comply with our obligations as a charitable organisation as set out in the Act. As such all our stakeholders need to understand the protections and obligations conferred on them by the Act.

We expect our stakeholders to behave in accordance with the above provisions.

We will make our commitment to equality clear in our working with all partners.

5. Roles and Responsibilities

TACT (Families) Board's responsibility is to:

- Own and monitor implementation of this policy
- Take responsibility for delivery of this policy
- Provide strong leadership on equality, diversity and inclusion
- Work closely to monitor and review the policy and its implementation

Our Stakeholders responsibility is to:

- Act as equality champions and role models.
- Implement this policy and integrate equality, diversity and inclusion into the work of TACT (Families).
- Ensure that stakeholders are aware of this policy and understand their rights and responsibilities contained within it.
- Allocate their time and support and any training or development opportunities objectively, fairly and without discrimination.
- Communicate regularly about equality issues in a way that keeps this policy central to how we work.
- Respond to allegations of discrimination and harassment fairly, quickly and effectively.
- Treat others with dignity and respect.
- Help identify discriminatory practices or procedures and bring these to the attention of the board.
- Contribute to creating an inclusive learning environment that values difference.
- Express opinions constructively with sensitivity and respect.

6. Monitoring and Evaluation

Ultimate responsibility for monitoring the implementation of this policy rests with the TACT (Families) board. However each and every individual involved in TACT (Families) needs to play their part in translating policy into practice.

On a day-to-day basis breaches of this policy could occur at a number of levels, some requiring a more urgent response than others.

If stakeholders find examples of indirect discrimination in TACT (Families) policies and procedures they should bring this to the attention of the board. They can then consider the issue and respond as appropriate.

Should stakeholders experience or witness more severe breaches of this policy, perhaps involving direct discrimination against an individual or bullying and harassment then they have a number of options including:

- Speaking to the individual(s) involved
- Talking to a member of the board

We will take action where needed to address any inequalities that surface through the implementation of this policy.

A formal review of the policy will be led by the chair of trustees on a 2 yearly basis, and agreed by the trustees. A yearly review of information regarding equality, diversity and inclusion will focus on tracking progress, identifying challenges to delivery and devising ways to overcome these.