



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

**Public Sector Equality Information
and Equality Objectives**

Policy Reviewed and Adopted by Board of Directors: 19 March 2025
Version:4
Date of Next Review: Annual
Responsible Officer: COO

Vision Statement:

At the heart of our vision is our commitment to ensure all of our schools are places where children and young people develop and thrive academically, socially, culturally and spiritually. The drive for excellence and effectiveness in our schools is paramount, but not merely because the Government says so. The enabling of every child to flourish in their potential as a child of God is a sign and expression of the Kingdom and is at the heart of the Trust's distinctive mission. This vision statement will be taken into account in all of our policies and their implementation.

1. Equal opportunities statement

This document describes how the DNDLT fulfils its responsibilities 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.
- 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 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.

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.
- 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 equality.
- 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.

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.

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 the protected characteristic of race.

An overview of our 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
 - Training on psychological safety for all Heads in the Trust and to be disseminated to all trust schools.
- Continued CPD with the support of the National Society Central Team for Heads / Central Team
 - Continued CPD- Address training needs as identified in Trust Questionnaire including:
 - Lament to action
 - Anti Bullying Guidance for C of E Schools
 - Continued CPD-Staff trained on EDIJ delivery – through various networking events and with the support of Diocesan Advisor and the National Team
 - Continued CPD-Students taught about and around EDIJ embedded in the curriculum with real life examples
 - GRT Award for all schools by 2026
 - Initial Activity for all schools of Angelica Dass 'The Colours we are'.

- Development of EDIJ Action Plans for each School in the Trust supported by the Central Team
 - Work with schools to be in place 2025
- A follow up data capture to measure impact of CPD
 - Data capture- EDIJ Progress documented as a termly item for Academy Councils to consider.
 - Data capture -Recruitment of a more diverse board from various communities
 - Data capture- development of meaningful monitoring and oversight by the Trust Board

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.