

Equality and Diversity Policy

Last Reviewed: March 2021

Purpose of document:	This document outlines the Equality and Diversity Act adhered to by Ken Stimpson Community School and includes information and guidelines on procedures relating to this policy
Intended audience:	All
Document lead/author	Principal
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Reviewer:	Full Governors

APPENDIX 2

1. Purpose of Policy and Guiding Principals

The purpose of this policy is to define the school's commitment to equality and diversity and represents our commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the statement.

The School is committed to equality in both employment and education provision. We aim to ensure that students, parents, governors, trustees, employees, contractors, partners, clients and those who may potentially join the school's community, are treated fairly, and with dignity and respect.

This policy encompasses the following protected characteristics:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Pregnancy and maternity;
- Religion or belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees)

The school recognises that it is also unlawful to discriminate by associate or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parent 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. 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 Equalities Act 2010.

Other School policies which link to this statement are:

- SEN policy
- Admissions Policy
- All Employment Policies

3. Equality Statement

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

The school 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.

The schools aim is 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.

The school will adhere to statutory Government legislation and give consideration to other relevant guidance which aim to make sure that everyone is treated equity.

The school will not tolerate any form of discriminatory behaviour against members of the academy community.

4. Employment

The school 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 Equalities Act 2010

The school recognised that the Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that maybe 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 Academy would need to consider.

All recruitment will be within the provisions of the act, and applications will be monitored to report on recruitment activity, in line with the act.

Age is a protected characteristic in relation to employment but does not apply to students in the schools.

Employees who are in breach of this statement will be dealt with under the academy's disciplinary policy.

5. Student Provisions

The school 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. Please refer to the separate equality and diversity policy for students

6. Contractors and Service Providers

The school 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 fairness, contracts may be terminated.

7. Roles and Responsibilities

The Governors are responsible for:

- Making sure the school follows all of its equality and diversity statement and meets its legal responsibilities with respect to equality.

The Principal is responsible for:

- Giving a consistent and high profile lead on equality and diversity
- Putting the school's equality and diversity statement into practice
- Ensuring that all staff know their responsibilities and receive the support and training necessary to carry them out
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation

All staff are responsible for:

- Promoting equality and diversity, and avoiding unfair discrimination
- Actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors
- Keeping up to date with equality law and participating in equal opportunities and diversity training
- Complaints from parents, students and the community will be dealt with in line with the school's complaints procedure and as such appropriate staff will deal with the relevant stage of complaint.

Students are responsible for:

- Respecting others in their language and actions
- Obeying all of the school's equality and diversity statement.

8. Complaints

The school will treat seriously all complaints of unlawful (or potentially unlawful) discrimination.

Any complaints will be investigated in accordance with the academy's grievance or complaints policy, whichever is appropriate.

9. Monitoring and Evaluation

Any reviews to the statement will be consulted on and brought to the Governors