



## EQUALITY AND DIVERSITY Policy

**Next to be reviewed: September 2019**

**Kettlethorpe High School** is committed to a policy of equality and diversity which promotes and ensures just and fair treatment for all. The aim is to maintain a positive working and learning environment which creates mutual respect and dignity and enables everyone to realise their full potential.

It is our intention to ensure that no person is subject to unfair treatment in any way and we recognise our responsibilities and legal obligations under the following Acts:

- Equal Pay Act (1970)\*
- Rehabilitation of Offenders Act (1974)
- Sex Discrimination Act (1975)
- Race Relations Act (1976)
- Disability Discrimination Act (1995)
- Protection from Harassment Act (1997)
- Human Rights Act (1998)
- Special Education Needs & Disability Act (2001)
- Race Relations Act [Amendment] (2003)
- Employment Equality (Religion or Belief) Regulations (2003)
- Employment Equality (Sexual Orientation) Regulations (2003)
- Civil Partnership Act (2004)
- The Gender Recognition Act (2004)
- Employment Equality Sex Discrimination (2005)
- Employment Equality Age Discrimination (2006)
- The Gender Equality Duty (2007)

\*The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that the school cannot discriminate against pupils or treat them less favourable because of their:

- Sex (gender)
- Race
- Disability
- Religion or belief
- Gender reassignment
- Sexual orientation
- Pregnancy or maternity

Age and marriage and civil partnerships are also “protected characteristic” but are not part of the school provisions related to pupils.

## **AIM OF THE POLICY**

The aim of this Policy is to ensure that all forms of prejudice, discrimination (direct and indirect), harassment and victimisation will be challenged and addressed in a culture of mutual acceptance and respect.

## **DISCRIMINATION DEFINITIONS**

### **Direct Discrimination**

Direct discrimination occurs when people are treated less favourably than others simply because, for example, of their ethnicity or gender or disability.

### **Indirect Discrimination**

Indirect Discrimination occurs when there are rules or conditions which apply to everyone which adversely affects or disadvantages, without good reason, one group of people more than others.

### **Harassment**

Harassment is defined as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

### **Victimisation**

Victimisation is defined as treating people less favourably because of action they have taken under or in connection with the new legislation – for example, if someone made a formal complaint of discrimination or given evidence in a tribunal case.

Other Kettlethorpe policies and procedures which reflect our commitment to equality and diversity underpin our ethos of Inclusion and Equality:

Inclusion

Safeguarding

CPD

Recruitment & Selection

Performance Management

Induction of New Staff and Trainees

Health, Safety & Environment

Complaints

Whistleblowing

Bullying

### **Defining Principle**

The key principle of this Policy is that all members of the Kettlethorpe High School and the community are entitled to be treated with respect and dignity in an environment in which a diversity of backgrounds and experience is recognised and valued.

### **Policy Statements**

We are committed to promoting equality and diversity in employment, education and training and the provision of equal access to services and facilities for all groups within the community.

#### **Policy Statement: Age**

People of all ages should benefit from life at Kettlethorpe High School and we are committed to the provision of flexible strategies and practices that cater for all ages and take into account individual circumstances and needs.

Kettlethorpe High School is committed to:

- Challenging stereotyping and marginalisation based on age;
- Recognising that both older and younger people can make a contribution to the School,
- based on their own experiences and skills;
- Providing work, education and training opportunities for people regardless of age;
- Ensuring that literature and correspondence reflects positive images of people of all ages.

#### **Policy Statement: Gender**

Kettlethorpe High School recognises the various ways in which males and females can be subject to discrimination, lack of opportunity and social injustice.

Kettlethorpe High School is committed to:

- Challenging stereotyping and discrimination on the basis of gender
- Ensuring that service provision is discrimination free, and that there is equality of access or uptake of services
- Supporting the rights of individuals to identify their own gender
- Ensuring that gender does not inhibit individuals' abilities, preferences and aspirations

### **Policy Statement: Disability**

Disability, in the context of this policy, includes those with learning and physical disabilities/difficulties, sensory impairment and difficulties due to mental health.

Kettlethorpe High School is committed to:

- Endorsing the right of people with disabilities to lead an independent life;
- Working to eliminate discrimination against people with disabilities in its procedures and practices and encouraging change in individual behaviour and attitudes;
- The provision of access, facilities and services to meet the needs of people with disabilities;
- Providing opportunities and support for people with learning disabilities/difficulties, and positive encouragement to be involved and/or participate within their ability.

### **Policy Statement: Race**

Issues of nationality, ethnic origin or cultural background are all components of the perception of Race. For the purposes of this statement, Race is used as a general term to cover all these factors.

Kettlethorpe High School is committed to:

- Working to eliminate racism in its structures as well as encouraging change in individual behaviour and attitudes
- The use of positive images in all literature;
- Positive action measures that meet the needs of minority ethnic people;
- Identifying the needs of different minority ethnic groups using its services so as to ensure that services and employment practices are as relevant as possible to all groups

### **Policy Statement: Religious Belief**

Kettlethorpe High School is committed to:

- Supporting the rights of individuals to their religious beliefs;
- Treating these with respect;
- Endorsing the diversity of a multi-faith society, including those with no religious beliefs;
- Combating derogatory stereotyping, myths and abuse

### **Policy Statement: Sexual Orientation**

Kettlethorpe High School supports the provision of equal access to its services and equal treatment of its staff and learners and of people who uses its services whatever their sexual orientation.

Kettlethorpe High School is committed to:

- Ensuring that no individual suffers discrimination based on their sexual orientation;
- Providing an environment which is free from harassment;
- Challenging value-laden assumptions, attitudes and behaviour;
- Ensuring that staff, learners and service users do not receive any adverse treatment due to their sexual orientation.

### **Policy Statement: Employment Practices**

All job applicants are considered on the basis of merit, abilities and potential. No applicant receives less favourable treatment on the grounds of race, colour, nationality, religious belief, sexual orientation, gender, marital status, physical or mental disability or age.

Kettlethorpe High School is committed to:

- The selection, professional development and treatment of staff on the basis of equality of opportunity;
- The use of positive action, where appropriate;
- The monitoring of selection criteria to ensure that they are not discriminatory;
- The treatment of any form of victimisation carried out by an individual, as a matter for disciplinary action;
- The expectation that all staff appointed to Kettlethorpe are committed to the principles and implementation of equality of opportunity, including the challenging of discriminatory behaviour.

### **Policy Statement: Teaching & Learning**

No learner will be excluded from a learning programme on the grounds of race, colour, nationality, religious belief, sexual orientation, gender, marital status, physical or mental disability or age.

Kettlethorpe High School is committed to:

- A learning environment which fosters an atmosphere of openness and acceptance of a variety of views, perceptions and experiences
- Challenging all forms of prejudice, discrimination and stereotypical attitudes and behaviours within the learning environment

- Wherever possible, providing learning materials and resources which reflect the diverse society in which we live
- Wherever possible, ensuring adequate physical access to the learning environment
- Ensuring that individuals with learning, physical or sensory disabilities who have an identifiable support need, are provided with additional learning support

## **GENERAL**

### **Publicity**

The Equality and Diversity Policy will be publicised as widely as possible to include staff, learners, business partners (including work-based learning providers) and the community.

It will be included within the school's website and VLE and a hard copy will be available within school for inspection.

### **Marketing Strategies**

Kettlethorpe High School will ensure that any strategies to market its services and other provision reflect equal opportunities good practice and that provision is actively and appropriately promoted to all sections of the community.

### **Equality and Diversity Reports**

Any reports of incidents contravening any of the elements of the policy will be logged and referred to the Senior Leadership Team to be investigated or monitored.

## **COMPLAINTS**

### **Learners**

Learners, including potential learners and visitors, may raise complaints about unfair/unequal treatment using the Complaints Procedure. This is available from the School and on our website.

### **Staff**

Complaints from staff can be raised using the Line Management structure or by reporting to the Headteacher directly.

### **Review**

This Policy will be reviewed bi annually and at other times as necessary to, for example, incorporate legislative changes.

## **Responsibility**

It is the responsibility of everyone in the School to work with us to ensure that we achieve our Equality & Diversity Policy. No one has to tolerate disrespectful and/or discriminatory behaviour. We are all responsible for challenging such behaviour.

## **The Headteacher and Governors**

It is the responsibility of the Headteacher and the Governing Body to set the Policy and strategy and make sure that the School is meeting its goals through regular monitoring.

## **Staff**

It is the responsibility of all other staff to make sure that our goals are achieved, to ensure that we all understand what the Policy means and to respect the differences of the people within the School. All staff has the responsibility to recognise and challenge and behaviour or attitudes which do not underpin and support our Equality and Diversity Policy.

## **Learners**

It is the responsibility of all our learners to make sure that they understand what the Policy means and to respect everyone's differences within the School. We will work to not only recognise but to value the differences which exist and understand the rich diverse opportunities such differences offer to our Community.

## **Business Partners/Visitors**

All business partners and visitors to the School should respect and adhere to the principles and practices of this Policy. Any such refusal to respect this aspect of our school would result in any future involvement with the school being curtailed or ceased.

## **Some Useful Contacts**

**Race** - Commission for Racial Equality

Tel: 0113 389 3600

[www.cre.gov.uk](http://www.cre.gov.uk)

**Sexuality** - Stonewall Limited

Tel: 0171 2229007

[www.Stonewall.org.uk](http://www.Stonewall.org.uk)

Association to Aid the Sexual and Personal

Relationships of People with a Disability

Tel: 0171 6078851

**Disability** - Disability Rights Commission

Tel: 08457 622633

[www.drc.org.uk](http://www.drc.org.uk)

**Age** - Age Positive

[www.agepositive.gov.uk](http://www.agepositive.gov.uk)

**Homeless** - Shelter

Freephone: 0800 446441

**General** - Equal Opportunities Commission

Tel: 0161 833 9244

[www.eoc.org.uk](http://www.eoc.org.uk)

- Learning and Skills Council

Tel: 0845 019 4188

[www.lsc.gov.uk](http://www.lsc.gov.uk)

- ACAS

[www.acas.org.uk](http://www.acas.org.uk)