



the *Kind's* school

# Safeguarding Equality and Diversity Policy

Governor Committee: Personnel

### INTRODUCTION

- 1.1** The King's 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.
- 1.2** The Policy states the means by which The King's School will meet the requirements of the Equality Act (2010). This replaces all previous equality legislation. The Policy applies to all members of the school community including staff and learners, in addition to any volunteers working in the school or on the site.

### POLICY STATEMENT

The King's School will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers, parents/carers or any other persons with whom the organisation may be working, on the following grounds:-

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

These are called 'protected characteristics'.

### 2 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.

### 3 DISCRIMINATION DEFINITIONS

#### 3.1 Direct Discrimination

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

#### 3.2 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.*

#### 3.3 Harassment

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

### 3.4 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.*

## 4 SUPPORTING POLICIES & PROCEDURES

Other King's School policies and procedures which reflect our commitment to equality and diversity include:

Staff	Learner	Staff/Learner
Teaching & Learning	Work Experience	Disciplinary
Recruitment, Induction & Exit	SEN and Disability	Grievance
Performance Management		Health, Safety & Environment
Redundancy		Code of Conduct
		Worklife Balance
		Whistleblowing
		Anti-Bullying
		Complaints
		Bullying and Harassment

## 5 KEY PRINCIPLE

The key principle of this Policy is that all members of the King's 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.

## 6 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.

### 6.1 Policy Statement: Age

People of all ages should benefit from life at The King's 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.

The 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.

### 6.2 Policy Statement: Gender

The King's School recognises the various ways in which males and females can be subject to discrimination, lack of opportunity and social injustice.

The 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.

### 6.3 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.

The King's 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.

#### **6.4 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. (Please refer to separate Race Equality Policy).

The King's 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.

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

The King's 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.

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

The King's 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.

The 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.

#### **6.7 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.

The King's 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 the King's School are committed to the principles and implementation of equality of opportunity, including the challenging of discriminatory behaviour.

## **6.8 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.

The King's 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.

## **7 GENERAL**

### **7.1 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.

### **7.2 Marketing Strategies**

The King's 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.

### **7.3 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.

### **7.4 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. Staff should refer to the Bullying and Harassment Policy and Grievance Policy.

## **8 REVIEW**

This Policy will be reviewed every two years and at other times as necessary to, for example, incorporate legislative changes.

## **9 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.

### **9.1 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.

### **9.2 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.

### **9.3 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.

### **9.4 Business Partners/Visitors**

All business partners and visitors to the School should respect and adhere to the principles and practices of this Policy.

### **9.5 The Personnel Committee**

The Personnel Committee will ensure that effective systems to monitor and evaluate equality and diversity practices are in place.