

kisimul

ED02 Equality and diversity in school

Policy and Procedure

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1. Introduction

Kisimul schools/college are committed to the need to both eliminate unlawful discrimination and to promote equality for students, staff and others using school or college facilities. Our schools and college are committed to promoting a positive and diverse culture in which all colleagues and learners are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation by;

- taking account of their varied experiences and needs
- offering a broad and balanced curriculum
- having high expectations of all students

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with, our learners and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

2. Scope

This policy applies to all colleagues working and school and college, including agency colleagues and any third parties. For requirements specific to the wider Kisimul's organisation, please also refer to HR15 Equality, diversity and inclusion policy.

3. Compliance

Compliance with the Equality Act 2010 is the responsibility of all colleagues. Kisimul does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy will not be tolerated and may lead to disciplinary action. Kisimul will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies.

All colleagues, whether part-time, full-time, temporary or permanent will be treated fairly and equally. We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be

made on the basis of aptitude, ability and/or merit, where appropriate. Where appropriate, Kisimul school/ college will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection are carried out by a third party on behalf of Kisimul, we will take all reasonable steps to ensure they adhere to the principles of this policy.

4. Definitions

The Equality Act 2010 covers nine protected characteristics upon which discrimination is unlawful, these are; age, race, disability, religion or belief, gender or gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity. For further information on types of unlawful discrimination see appendix 1.

5. Roles and Responsibilities

The Chief Executive Officer has overall responsibility for ensuring compliance with national and local standards that are reflected in the organisations policies.

The people team, are responsible for ensuring all colleagues are provided with appropriate training on equal opportunities awareness and equal opportunities recruitment and selection best practice.

The head of education is responsible for ensuring local procedures are in place to effectively implement this policy within the school/ college and for monitoring the effectiveness of this policy through;

- Monitoring the progress of learners from minority groups, comparing it to the progress made by other learners in the school.
- Monitoring the recruitment process to ensure no-one applying for a post at the school is discriminated against.
- Take seriously, and investigate, any complaints from learners, parents, colleagues or visitors regarding equal opportunities.
- Monitoring the behaviour policy, and the numbers of exclusions, to make sure that students from minority groups are not unfairly treated.

- To ensure that any issue that may be perceived as a potential reputational risk to the trading name of the Kisimul group is referred to the executive leadership team (ELT)

Headteachers are responsible for;

- Ensuring all relevant colleagues are aware of this policy, receive appropriate professional development and local procedures are followed, to ensure compliance with equality legislation.
- Implementing this policy and promoting a culture of equal opportunities where everyone is treated with respect.
- Taking appropriate action in cases of harassment or discrimination.
- Ensuring that all appointments panels give due regard to this policy so that no-one experiences discrimination.
- Promoting the principles of equal opportunity when developing the curriculum and in providing opportunities for training.
- Promoting respect for other people in all aspects of school life; in assemblies, for example, respect for other people will be a regular theme in displays around the school/ college.
- Making effective and reasonable adjustments where appropriate to meet the individual needs of colleague's, learners and stakeholders
- Taking all reasonable steps to prevent discrimination, harassment and victimisation from taking place
- Taking responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation in accordance with Kisimul policies, procedures and guidance.

All school/ college colleagues are responsible for;

- Enabling and supporting learners to recognise a range of feelings, both positive and negative and to develop their skills of emotional self-regulation.
- Recognising their own prejudices and ensuring that all learners are treated fairly and with respect. The school/ college will not knowingly discriminate against any child/young person, parent or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence against an allegation.

- Selecting classroom materials, and providing resources which give positive images and which challenge stereotypical images of minority groups.
- Promoting and modelling a culture of respect for all, challenging and dealing appropriately with any incidents of prejudice, discrimination or bias and drawing them to the attention of the headteacher.
- When designing schemes of work, teachers will pay cognisance to the equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues. For example, history topics should include examples of the significant contribution made by women; in geography, attempts should be made to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

6. Valuing Diversity

Kisimul values diversity and is committed to encouraging involvement at all levels from underrepresented groups. Kisimul recognises that schools benefit from colleagues that contain a mix of people from all walks of life and backgrounds, who can bring different viewpoints, experience and skills. We will assist our learners to achieve their very best potential; where learners experience barriers to their success we will work with them to address these in a sensitive and sympathetic way.

We will teach our learners the importance of equality, what forms discrimination can take, and the impact discrimination can have. We will also encourage our learners to make their own commitment to promoting equality.

Our admissions criteria are defined under the admissions policy and are applied consistently to every learner, irrespective of any protected characteristic. We will not discriminate on the grounds of protected characteristics, however school / college may;

- Arrange students in classes based on age.
- Take positive action to deal with particular disadvantages affecting students of one racial group if this is a proportionate means of dealing with the issue.

7. Education and support

Education is crucial to tackling inequalities, including gender stereo-typing, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum.

8. Incidents of discriminatory treatment

All incidents of discriminatory treatment, bullying and harassment must be reported to the head teacher and recorded as soon as is reasonably possible (normally within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our anti bullying policy.

9. Hate crime

The term 'hate crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property. The perpetrator can also be a friend, carer or acquaintance who exploits their relationship with the victim for financial gain or some other criminal purpose.

If you suspect that a child/ young person/ colleague is, or is likely to become, a victim or perpetrator of hate crime, you must inform the designated safeguarding lead (DSL), the head teacher or another designated person as a matter of utmost urgency. For further information see Hate crime on the CPS website or the True Vision website. [Hate crime | The Crown Prosecution Service \(cps.gov.uk\)](https://www.cps.gov.uk/hate-crime)

10. The views of learners, parents, carers, and other stakeholders

Regular enquires are made of all learners as to how safe they feel at Kisimul college/ school and ways in which services and outcomes can be improved. The views of parents, carers, local authorities and colleagues are also sought through existing mechanisms for consultation and feedback. Records are kept of these enquiries and any actions taken.

11. Staff concerns about practice

If you have any concerns about practice at Kisimul college/ school which you feel may compromise equality and diversity you should raise these with the head teacher or other senior leader

12. Complaints and Grievances

If any individual, including a learner, parent, carer, visitor or member of colleague, believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure. For further information, please refer to our Compliments and Complaints Policy or Grievance Procedure.

If anyone is are not satisfied with our response and would like to escalate the matter outside of Kisimul college/ school, the following are possible contact points, some or all of which may be appropriate;

- The Office for Standards in Education, Children’s Services and Skills (Ofsted) at Piccadilly Gate, Store Street. Manchester. M1 2WD. Telephone 0300 123 1231 Email enquiries@ofsted.gov.uk
- Relevant professional bodies or trade unions.

13. Monitoring, evaluation and review

The designated colleague with overall responsibility for the implementation, monitoring and evaluation of the equality and diversity policy is the head teacher. The designated colleague is also responsible for ensuring that all learners, colleagues, parents, carers and placing local authorities are aware of our policy. Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is available for inspection on the premises during office hours and an electronic copy is posted on our website.

This policy document will be reviewed and published in writing, at least annually and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice.

Appendix 1. Further information about equality and diversity

Types of unlawful discrimination

- Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).
- Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.
- Indirect Discrimination occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim.
- Discrimination arising from disability occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment.
- Discrimination arising from disability is different from direct and indirect discrimination.
- Harassment occurs when a person is subject to “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.
- Third-party harassment occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of Kisimul and the harassment relates to a protected characteristic.
- Victimisation occurs when an individual is subject to a detriment because they have made an allegation of, or given evidence about, the treatment of any individual (including themselves) who has been subject to any of the above.
- Any individual making allegations of a false, malicious or vexatious nature would not be protected against victimisation and will be subject to disciplinary action.