



Education Policy and Procedure
Equality and Diversity in Schools Policy

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Introduction

Kisimul school/colleges are committed to the need both to eliminate unlawful discrimination and to promote equality for students, staff and others using school facilities. Our schools are committed to giving all students every opportunity to achieve the highest standards by:

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

Kisimul is committed to ensuring equality of opportunity in line with the Equality Act 2010. We reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

Scope

This policy applies to all those that work for the organisation including employees, governors, and agency workers.

Roles & Responsibilities

Kisimul board of directors responsibilities

- Ratify and regularly review this policy to ensure it conforms to relevant law and guidance

Director/assistant director of education responsibilities

- Ensure local procedures are in place to effectively implement this policy within the school
- To keep themselves informed through regular meetings with staff and visits to the school
- Monitor the effectiveness of this policy through monitoring the progress of students from minority groups, comparing it to the progress made by other students in the school; monitor the staff appointment process so that no-one applying for a post at the school is discriminated against; take into serious consideration any complaints from students, parents, staff or visitors regarding equal opportunity; monitor the school's behaviour policy, and the numbers of exclusions, to make sure that students from minority groups are not unfairly treated and advise the board of any necessary amendments

- 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 board.

Headteacher responsibilities

- Ensure all relevant staff are aware of this policy, receive appropriate professional development and local procedures are followed.
- Implement this policy and promote a culture of equal opportunities where all students and adults are treated with respect.
- To take appropriate action in cases of harassment or discrimination.
- Ensure that all appointments panels give due regard to this policy so that no-one suffers discrimination.
- Promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.
- Promote respect for other people in all aspects of school life; in assemblies, for example, respect for other people will be a regular theme as it will also be in displays around the school.

Responsibilities of school staff

- To enable and support students to recognise a range of feelings , both positive and negative and to develop their skills of emotional self-regulation.
- Class teachers will recognise their own prejudices and ensure that all students are treated fairly and with respect. The school 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.
- When selecting classroom materials, teachers will strive to provide resources which give positive images and which challenge stereotypical images of minority groups.
- 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.
- To promote and model a culture of respect for all dealing appropriately with discrimination or bias.
- All teachers and support staff will challenge any incidents of prejudice or discrimination and draw them to the attention of the headteacher.

Responsibilities of parents/carers

- To work in close partnership with the staff and their child to promote a culture of respect for others.

Valuing diversity

Kisimul values diversity and is committed to encouraging involvement at all levels from under-represented groups. Kisimul recognise that schools benefit from staff teams 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 students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange students in classes based on age.
2. A school may 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.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As an employer we will also not accept any of the following:

- Direct or indirect discrimination;
- harassment; and
- victimisation.

Kisimul will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies.