



Kisimul Group Limited

ED02 - Equality and Diversity in Schools

Policy and Procedure

Document Information

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Department:	ED02
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This document will be reviewed at least every two years

Contents

1. Scope	4
2. Introduction	4
3. Compliance	4
4. Definitions	5
5. Roles and Responsibilities	5
6. Valuing Diversity	8
7. Education and Support	8
8. Incidents of Discriminatory Treatment	8
9. The Views of Children/ Young People, Parents, Carers, Local Authority	9
10. Complaints and Grievances	10
11. Monitoring and Evaluation	10
12. Appendix 1 – Further information about equality and diversity	11
13. Equality Impact Assessment – Part A	12
14. Equality Impact Assessment – Part B	13
15. Document review and change log	14

1. Scope

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

2. 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/ college facilities. Our schools and college are committed to promoting a positive and diverse culture in which all staff and children 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 especially our employees, Kisimul school/ college 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.

3. Compliance

Compliance with the Single Equality Act 2010 is the responsibility of all members of staff. 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.

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.

All employees, 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:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

For further information on types of unlawful discrimination see Appendix 1.

5. Roles & Responsibilities

Kisimul Board of Directors' Responsibilities

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

Head of Education responsibilities

- Ensure local procedures are in place to effectively implement this policy within the school/ college
- To keep themselves informed through regular meetings with staff and visits to the school/ college
- 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 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

The designated senior member of staff with overall responsibility for all equality and diversity matters is the Head Teacher. Their role is to

- 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/ college.
- Ensure compliance with equality legislation.

- To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, learners and stakeholders
- Take ‘all reasonable steps’ to prevent discrimination, harassment and victimisation from taking place;
- Take responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation in accordance with Kisimul policies, procedures and guidance.

Responsibilities of school/ college 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.
- Staff will recognise their own prejudices and ensure that all students 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.
- 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/ young person to promote a culture of respect for others.

6. Valuing Diversity

Kisimul values diversity and is committed to encouraging involvement at all levels from under-represented groups. Kisimul recognises 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.

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 any of the grounds of Protected Characteristics, however school / college may

1. Arrange students in classes based on age.
2. 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 for children 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.

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/ member of staff 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)

9. The Views of Children/ Young People, Parents, Carers, Local Authority

Regular enquires are made of all children 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 staff are also sought through existing mechanisms for consultation and feedback. Records are kept of these enquiries and any actions taken.

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.

If as a member of staff, you are not satisfied with our response and feel it is right to take 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.

10. Complaints and Grievances

If any individual, including a child, parent, carer, visitor or member of staff, 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’.

11. Monitoring, Evaluation and Review

The designated member of staff with overall responsibility for the implementation, monitoring and evaluation of the ‘Equality and Diversity Policy’ is the Head Teacher.

The designated member of staff is also responsible for ensuring that all children / young people, staff, 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

1. 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.

Document Equality Impact Assessment – Part A

Document Title:		Equality and Diversity in Schools Policy	
Name of person completing Equality Impact Assessment:		Farah Quinn	
Date Equality Impact Assessment completed:		16.02.2022	
Characteristics	Impact		Equality Impact Assessment form completed?
	Yes	No	
Age		x	If No comment: This policy applies equally to all and has no impact on any protected characteristic.
Disability		x	
Ethnicity		x	
Gender		x	
Religion or belief		x	
Sex orientation		x	
Socio-economic		x	
Gender Reassignment		x	
Maternity/Pregnancy		x	
Marriage/Civil Partnership		x	

Equality Target Group	a) Positive Impact		b) Negative Impact		Reason/Comment
	High	Low	High	Low	

Document Equality Impact Assessment – Part B

What is the main purpose or aims of the policy

To outline principle of Single Equalities 2010 and how this translates into practice

Who will be the beneficiaries of this policy?

All stakeholders

Has the policy been explained to those it might affect directly or indirectly?

Available on website and cascaded at service level.

Have you consulted on this policy?

Yes – PAG group

What are the expected outcomes of this policy?

Elimination of discriminatory behaviour

Name of Person Completing Equality Impact Assessment:

Farah Quinn

Document Change Log

The Document Change Log acts as a register of all authorised changes made to this document.

Changes will not be made unless authorised by the document owner.

Description of Change	Change made by	Authorised by	Date document republished
Additional detail added	FQ		