

Equality and Diversity and Inclusion Policy



Approved by:

Headteacher

Board of Governors

Last reviewed on:

January 2023

Next review due by:

January 2024

1 Introduction

This Equality, Diversity and Inclusion Policy extends to adults: staff, parents and carers.

We recognise our obligations under the Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, we are committed to promoting the equality and diversity of all those we work with especially our employees, pupils, young people, 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.

The following groups and individuals have been identified as key recipients in terms of the provision of this statement. Those who are/have:

- Looked after or on the edge of care
- Special Educational Needs/Learning Difficulties and Disabilities
- Excluded or at risk of exclusion from school
- From an ethnic group, including from the Gypsy, Roma, Traveller background
- English as an additional language
- Missing education
- Ill health, including hospitalisation, affecting attendance at school,
- Not in education, employment or training (NEET),
- Alcohol or drug abuse
- School age / teenage parents
- Young carers
- Offending or at risk of offending
- Mental health issues
- In receipt of free school meals
- Living in areas of deprivation
- Gifted and talented
- Gender questioning or going through transition
- Lesbian, gay or bisexual

Failure to follow and comply with these policies and procedures may result in disciplinary action.

Discriminatory treatment, bullying or harassment of staff or young people by visitors will also not be tolerate.

2 Compliance

Compliance with the Equality Act 2010 is the responsibility of all members of staff. The Copper Academy does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

3. Definitions.

The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

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

For further types of unlawful discrimination see Appendix 1.

4. Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at The Copper Academy is the Headteacher Emma Hosie. For further information on the roles and responsibilities of the Designated Person see Appendix 2.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment, or victimisation.
- Support and participate in any measures introduced to promote equality and diversity.
- Actively challenge discrimination and disadvantage in accordance with their responsibilities.
- Report any issues associated with equality and diversity in accordance with this policy.

It is important to appreciate that an employee is *personally responsible* for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

5. Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable. For further information, visit the Equality and Human Rights Commission website at: www.equalityhumanrights.com.

6. Admissions policy

Our admissions criteria are defined under the admissions policy and are applied consistently to every young person, irrespective of any protected characteristic.

9. Exclusion policy

The decision to exclude a child for a fixed period or permanently is a last resort. Our exclusion criteria are defined under the exclusion policy and are applied consistently to every young person, irrespective of any protected characteristic.

10. Recruitment and selection 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, The Copper Academy will endeavour to make all reasonable and effective adjustments during the recruitment and selection process..

11. Reporting and recording incidents of discrimination and harassment

All incidents of discriminatory treatment, bullying and harassment must be reported to Emma Hosie and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti-Bullying Policy.

12. Complaints and grievances

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure.

13. Implementation, monitoring, evaluation and review

The person with overall responsibility for the implementation, monitoring and evaluation of the 'Equality and Diversity Policy' is the Headteacher Emma Hosie. The designated member of staff is also responsible for ensuring that all 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 publicised 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.

14. Aims and objectives

14.1 We aim to act positively and have due regard to the need to challenge and eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act – within both our school and our community.

14.2 We aim to advance equality of opportunity between people who share a protected and people who do not share it; and

14.3 We aim to foster good relations between people who share a protected characteristic and those who do not.

14.4 We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.

14.5 We aim to promote the principle of fairness and justice for all through the education that we provide in our academy. We recognise that doing this may entail treating some pupils differently.

14.6 We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the academy.

14.7 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.

14.8 We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.

14.9 We aim to challenge personal prejudice and stereotypical views whenever they occur.

14.10 We value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.

14.11 We are aware that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

15. Racial equality

15.1 In our school we will:

- strive to eliminate all forms of racism and racial discrimination.
- promote equality of opportunity, regardless of race, ethnicity or religion.

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 Highgate Hill House School 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.

APPENDIX 2

Roles and responsibilities

The role of the Headteacher is to:

- Create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance.
- Ensure that The Copper Academy complies with equality legislation;
- Ensure all policies, practices and procedures, associated with equality and diversity, including admissions, curriculum, recruitment and selection are implemented;
- To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, young people and others who may have business with The Copper Academy
- Ensure that all staff are aware of and follow The Copper Academy policy; and receive appropriate equality and diversity training, in accordance with their roles and responsibilities;
- 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 The Copper Academy's policies, procedures and guidance.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;
- Actively challenge discrimination and disadvantage in accordance with their responsibilities;
- Report any issues associated with equality and diversity in accordance with this policy. It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee caught doing so will be subject to disciplinary action.