



# EQUALITY AND DIVERSITY POLICY

## September 2018

Policy Consultation & Review

This policy is available on request from the school office.

The policy is provided to all staff (including temporary staff and volunteers) on request and should be read alongside the school Recruitment and Selection Policy and Transgender Policy

This policy will be reviewed in full by the Trustees on an annual basis. This policy was last reviewed and agreed by the Trustees in September 2018.

Signature

Principal

Date:

Signature

Chair of Trustees

Date:

## **Purpose**

The Beacon of Light School is committed to the principle that every member of the school community is entitled to equal opportunities and treatment irrespective of ethnic or national origin, race, gender, physical disability, sexual orientation, marital status, social background or religion.

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

## **Objectives**

- To recruit appropriate staff, students and school helpers from a broad range of cultural, social and religious backgrounds and to ensure that each individual receives recognition that their identity is a valued element in a diverse and mutually supportive community.
- To actively ensure that courses and learning experiences at the school enable all individuals to develop their skills, talents and personal qualities to the full enabling them to successfully progress into further or higher education and/or employment, regardless of their age, ability, gender, sexuality, ethnic or religious background. These values and ethics are also taught through our PSHE sessions and through the cross-curricular teaching of British Values.
- To ensure that access to school facilities is provided for people with physical disabilities, to such an extent that they afford the same opportunities as for able-bodied persons. Please refer to the Accessibility Policy for further details.
- To encourage developments, support individuals and promote harmonious relationships between all members of the school and the wider community so that all members possess a sense of value, personal worth and dignity. This may include referrals to outside agencies, as well as support provided on a 1:1 basis within school.
- To ensure that all employees will be afforded the opportunity to undertake training relevant to their present roles and future aspirations.

- To provide an opportunity for all members of the school community, to contribute to the decision making process through consultation with staff and students through the Student Council.
- To safeguard all members of the school community.

**The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions and actively strives to eliminate discrimination. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and Trustees are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September. They regularly liaise regarding any issues and make the SLT aware of these as appropriate during daily staff briefings.**

- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of students from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures. This includes Mediation meetings if necessary.

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

All school members will share responsibility for ensuring that there are equal opportunities throughout the school. Staff training and development opportunities should be made available as appropriate.

## **Conclusion**

The Beacon of Light School will monitor and evaluate its practices and assess the impact of other school policies upon Equal Opportunities. In light of those evaluations the school will seek to further improve its practices to meet the above objectives.

## Equality objectives

**Objective 1:** *Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and ensure that any disadvantages they experience are addressed.*

Why we have chosen this objective: To support our staff to ensure they are not at a disadvantage and to ensure that we are meeting their individual needs

To achieve this objective we plan to: Create a Policy and share this with staff

Progress we are making towards this objective: A Policy exists in draft form and needs to be ratified by The Trustees

**Objective 2:** *Train all members of staff and Trustees involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: To ensure all our team are fully informed about the legal requirements

To achieve this objective we plan to: Deliver annual training within our Safeguarding Training delivered each September

Progress we are making towards this objective: Updates will be included in our Safeguarding Training September 2018

**Objective 3:** *Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by January of next year, to help address the under-representation of people with disabilities in the school workforce.*

Why we have chosen this objective: To show that we are an employer a disability confident committed employer

To achieve this objective we plan to: Create an action plan to ensure we are able to apply for the Two Ticks logo. Then contact Job Centre Plus to sign up as a disability confident committed employer

Progress we are making towards this objective: An action plan is to be created for September 2018

## Monitoring arrangements

The Trustees and Principal will update the equality information we publish, at least every year.

This document will be reviewed by the Trustee and Principal at least every 4 years.

This document will be approved by the Trustees and Principal and will be made available on our school website. Paper copies are available upon request.

## Links with other policies

This document links to the following policies:

- Accessibility plan

- Risk assessment