

EQUALITY, INCLUSION & DIVERSITY POLICY

December 2014

Created by	Senior Management and Governors
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Reviewed by	Wendy Perry, HR Manager
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Introduction

This Equality, Inclusion & Diversity Policy has been developed in accordance with the Equality Act (October 2010) by the Governing Board and staff at Linwood School. The Equality Act 2010 harmonised nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality in the workplace and all other areas of life.

The Act also specifies particular areas of protection, e.g. in employment and within education and sets out general and specific duties which schools must meet. The Public Sector Equality Duty consists of a general duty and some specific duties that are designed to help schools meet their general duty. As a school this means we have to give due regard to the three elements of the duty in all our activities:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and
- Foster good relations between those who share a protected characteristic and those who do not.

Further information regarding the Public Sector Equality Duty can be found on the BCP Council website.

Aims

This policy represents a commitment from the Governing Board and Senior Leaders to a common set of values and objectives leading to the creation of a fairer and more inclusive school community which will demonstrate a consistent approach to communicating, implementing and monitoring the policy.

This policy will form the baseline in helping us build and maintain a culture that values meritocracy, openness, fairness and transparency and engenders a feeling of belonging for all. Our aim is for our workforce to be truly representative of all sections of society, show equal value and entitlement of all to equality of opportunity. We will not unlawfully discriminate in respect of the Equality Act 2010 protected characteristics of:-

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race (including colour, nationality, and ethnic or national origin)
- Religion and belief
- Sex
- Sexual orientation

In addition to the protected characteristic of gender reassignment, additional protection exists for those employees who have transitioned and obtained a gender recognition certificate. In addition, and as a result of the *Taylor v Jaguar Land Rover Limited (Sept 2020)* case, Linwood School will also consider gender-fluid and non-binary employees to be protected under s. 7 Equality Act 2010 in anticipation of the case being upheld by the EAT.

We recognise our obligations under the Equality Act 2010 and are committed to promoting equality of opportunity, the diversity of the school community and inclusion of all those we work with. We oppose all forms of unlawful and unfair discrimination, bullying, victimisation and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions. Therefore, and in line with the Race Disparity Audit's recommendation, no longer refer to colleagues as BAME or BME as these terms in

themselves, omit other cultures. We will refer to colleagues from any other culture within our school as ethnic minorities or transracial.

Under the Equality Act people looking after someone who is elderly or disabled are also protected against:-

- direct discrimination;
- harassment because of their caring responsibilities;
- discrimination by association.

The Equality Act 2010 includes not only an individual classified as physically disabled but also an individual whose mental health has a substantial, adverse effect on daily life.

We also recognise too that people on very low incomes, or who live in relative poverty may experience inequality and reduced life chances, heightened by the effects of the Covid 19 pandemic.

Values, Principles and Standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:-

- equality and social justice;
- acknowledging and valuing inclusion and diversity as good practice but also as the norm;
- respect for others whatever their background or way of being;
- compliance with equal opportunities legislation;
- elimination of all forms of prejudice and unfair discrimination by addressing and not condoning;
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour;
- commitment to inclusive education which enables and supports all pupils to develop their full potential;
- accountability for compliance with this policy by all members of the school;
- communities and others engaged in school business or activities.

Objectives

The objectives of this Equality, Inclusion & Diversity Policy are to:-

- develop an ethos and culture which demonstrates how we value all people and enable respectful communication between all members of the school community;
- actively promote equality of opportunity by ensuring all staff have access to all job opportunities, supporting flexible working requests where the school is able to do so with no loss of service to our children and young people;
- prepare pupils for life in a diverse society using resources from the PSRE curriculum to help them understand what this means for them as they move towards independence;
- promote good relationships amongst people within the school community and the wider communities within which we work where open communication is key;
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour through use of the School Disciplinary Procedures when required;
- deliver equality, diversity and inclusion through our school policies, procedures and practice;
- do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations;

- monitor the implementation of equality, inclusion and diversity policies within the school;
- Evaluate the impact of equality, diversity and inclusive action in achieving our goals and report back to Governing Board.

If a colleague feels they have been discriminated against under any area of the Equality Act 2010, they should raise it firstly with their direct line manager or Phase Leader. If they do not feel able to approach their immediate line manager, they should contact a member of staff within the HR Department. Members of staff can also raise any queries regarding the delivery and monitoring of this policy by approaching a member of staff within the HR Department.

The roles and responsibilities of each member of the school community in delivering this policy is set out below.

Communication of Equality, Inclusion & Diversity Policy

We will take active steps to communicate this Equality, Inclusion & Diversity Policy to all pupils, parents, staff, and governors of the school. This will be by way of inclusion in new staff induction processes, training and refresher training for all staff and governors on a bi-annual basis. Whilst not mandatory at this time, we take our responsibility to provide training to our employees and managers very seriously.

Responsibilities and Accountabilities

The Governors are responsible for:-

- making sure the school follows all of its equality, inclusion and diversity policies and codes and meets its legal responsibilities with respect to equality;
- monitoring the make up of the workforce regarding protected characteristics where recorded, encouraging equality, inclusion and diversity and in meeting the aims and commitments set out in this policy, making changes to employment practices when necessary to ensure fairness and to ensure legal relevancy.

The Executive Head Teacher is responsible for: -

- ensuring policies and procedures are in place to comply with all equality legislation;
- ensuring the school implements its equality, inclusion and diversity policies and codes of practice;
- following the relevant procedures and acting in cases of unfair discrimination, harassment, victimisation or bullying ensuring such acts are dealt with as misconduct under the Staff Code of Conduct, Grievance or Disciplinary procedures;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

School SMLT are responsible for:-

- putting the school's equality, inclusion and diversity policies and codes into practice;
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out;
- following the relevant procedures and acting in cases of unfair discrimination, harassment, victimisation or bullying.
- line managers play a crucial role in making people feel welcomed and fairly treated within Linwood School and within their own teams. They should lead by example in demonstrating the expectations set out in this policy.

All staff are responsible for:-

- promoting equality, inclusion and diversity by avoiding and not colluding with unfair discrimination;
- challenging any incidents of unfair discrimination or racial, sexual or other stereotyping, perpetrated by pupils or other staff and;
- keeping up-to-date with equality law and participating in equal opportunities and diversity training;
- reporting and not condoning any incidents of unfair discrimination, harassment, victimisation or bullying to senior managers.

Pupils/students are responsible for:

- respecting others in their language and actions;
- following all of the school's equality, inclusion and diversity policies and codes of conduct.

Reporting Concerns about equality and diversity

This policy sets out that we are all responsible for ensuring equality, inclusion and diversity. If you wish to raise a concern in this respect you should report it initially to your line manager who will refer it onwards to the HR Department where your concern will be recorded. If the concern is about your line manager, you should raise it with the HR Department in the first instance where it will be recorded.

Following any report of wrongdoing in this respect, the HR Manager will speak directly to the person involved inviting them to review their use of language and/or actions. The two members of staff will be brought together to bring about an informal resolution in line with the Grievance Policy. We aim to complete these actions within 10 working days.

If the complainant remains dissatisfied with the action taken, they can refer to the Grievance Policy for next steps.

If further steps are required, these will be in line with the Grievance Policy and an outcome given following any formal procedure in line with said policy. For language/actions proven to be sustained over a period of time, the individual will receive a formal warning. Please refer to the Grievance Policy available in J:Docs/Policies/Grievance Procedure.

Monitoring and Review

This Equality, Inclusion & Diversity Policy has been approved and adopted by the Governing Board of the School and will be reviewed every three years to ensure it remains compliant with diversity, equality and inclusion legislation. Any new legislation will be included in the policy as and when it is brought into the public domain.

The school will prepare and publish details of its equality objectives on an annual basis. This will be prepared in consultation with governors, staff, pupils and parents and published on the school website.

Legislation and case law that we as a school, were aware of when reviewing this policy:-

Employment Rights Act 1996

Equality Act 2010

Data Protection Act 2018

General Data Protection Regulation (2016/679 EU)

ET outcome Taylor v Jaguar Land Rover Limited (September 2020)

The Sewell Report April 2021