



P035- Equality & Diversity Policy & Procedure

Introduction

The Management Committee for the Ameina Community Education is committed to the principle of equality of opportunity for all in employment and the provision of teaching and learning. We take pride in our increasingly diverse community and all the cultural richness that it brings with it.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school's community can take full part in the social and cultural life of the school community. It also sets out our commitment to promote equality and diversity among our pupils, their families and our staff.

Statement of Intent

The Management Committee recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school's community we serve.

Our aim

We want to see a strong, sustainable and cohesive community in our school. We will continue to develop and promote policies and systems that make sure that no-one is unlawfully discriminated against.

Our aims are to:

- Promote equality of opportunity
- Eliminate unlawful discrimination
- Promote good relations between people with different experiences and backgrounds



Purpose

Following the spirit of Ameina Community Education's development, we aim to ensure that every pupil and staff member is given an equal opportunity to achieve their full potential. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school's community.

To meet these aims, we are committed to:

- equal access and treatment for everyone
- being responsive to changing needs
- educating and informing children, staff and parents/guardians about the issues in this policy
- avoiding prejudice
- promoting mutual respect, regardless of differences
- working to an agreed code of conduct which can be modified, monitored and evaluated in accordance with current best practice in the area of equal opportunities

Responsibilities

Ameina Community Education is an equal opportunities employer and provider of education. In order to support this commitment, all staff play a key role in ensuring that provision does not give rise to unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

All employees are expected to comply with our values of promoting equality and diversity, by treating colleagues and others in the school community with dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to the Management Commitment and potentially constitutes misconduct.

Furthermore, leaders and managers are expected to:

- be at the forefront of best practice on equalities within their respective areas; mainstream equalities within their respective areas;
- set equality targets, monitor outcomes and develop relevant action plans;
- review all provision to ensure elimination of unequal treatment of staff, pupils and the wider care community;
- raise equality-related issues with their staff and senior colleagues;
- encourage leadership on equalities amongst their staff and other providers;
- establish monitoring systems;
- train staff on equalities issues;
- consider better access for people with disabilities;
- monitor provision by contractors and other external providers;
- evidence consultation carried out with staff and the school's community;
- make guidance readily available to staff.

Objectives

- to promote a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs
- we are committed to ensuring that teaching and learning meet the varied and complex needs of pupils in our care
- to ensure equality of opportunity permeates the whole curriculum and ethos of the school
- in delivering the curriculum ensure it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion
- to include in resource books, materials and equipment that are multicultural and non-sexist, providing positive images of all groups
- ensure that the organisation of the residency is sensitive to the needs of all
- we will make sure that our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the community
- to acknowledge the richness and diversity of British society and to help prepare children for their part in that society
- to develop a positive attitude to equal opportunity by all staff, parents/guardians, helpers, carers, children and all who participate in the school
- take steps to build an inclusive and cohesive community
- to consult with and involve our local community
- to provide accessible information and ways for people to comment

- use our powers so that organisations providing services on our behalf work in line with this statement

The Law

Our commitment is supported by a legal duty to provide caring and employment opportunities fairly, without unlawful discrimination. We believe we have a strong moral and social duty to recognise any unlawful discrimination, take steps to challenge prejudice and discrimination and promote equality.

Unlawful discrimination occurs when one person receives less favourable treatment because of their gender, marital status, race or disability. The law is extensive and complex in these areas. Accordingly, the School will provide general guidance on matters which require clarification whilst ensuring professional guidance is sought when specific reference is needed to the:

- Sex Discrimination Act 1975 and any supplementary guidance
- Race Relations Act 1976 and any supplementary guidance
- Equal Pay Act 1970 and any supplementary guidance
- Equal Pay Amendment 1984 and any supplementary guidance
- Disability Discrimination Act 1995 and any supplementary guidance
- Relevant EU legislation

It must also be borne in mind that “ignorance of the law is no defence”

Recruitment

The school values diversity amongst staff. In all staff appointments the most suitable candidate will be appointed on professional criteria and recruitment carried out in a manner consistent with equal opportunity practice

Behaviour

In the school we do all we can to equip children to deal with expressions of prejudice they encounter in themselves, in other individuals, in society and its institutions

All children must find their experience reflected in the school’s work, resources and displays. We must encourage children to share their own knowledge and experience and to learn from the experience of others.

We show equally high expectations of all the children in the school, regardless of race, gender and ability.

Procedure when dealing with an incident of prejudiced behaviour

Yet not all children’s experiences will be positive. Children must feel able to discuss negative experiences with their teachers, support staff and peers, including the experience of prejudice. This opportunity must also be open to parents. All children and parents must be encouraged to understand how wounding prejudiced behaviour can be and must appreciate how seriously it is regarded by adults within the school. Pupils employing prejudiced behaviour will be treated in the following manner:

1. A firm explanation of the appropriateness of the behaviour should be given and the incident noted in a log to be kept in the central Incident File
2. Incident and residents referred to the School Director
3. Parents/Guardians/carers contacted

Monitoring and Evaluation

With the help of feedback from employees and the wider school community, we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision. If our monitoring reveals any gaps in our policies/provision, we will take necessary action.

	Name	Signature	Position	Date
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