

# Equality & Diversity Policy

(February 2019)

**Park Community School**

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| Associated Documents          | <ul style="list-style-type: none"><li>• Admissions Policy</li><li>• Accessibility Policy</li></ul> |
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### **Opening Statement**

Park Community School is committed to equality of opportunity and in following practices which are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. This policy covers all stakeholders of the school, including staff, students and visitors to ensure that they will not receive less favourable treatment on the grounds of:

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

This policy also seeks to ensure that no person is victimised or subjected to any form of bullying or harassment.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our school as it seeks to develop the skills and abilities of both staff and students. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with staff, students and visitors have a responsibility to treat others with dignity and respect. Their personal commitment to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the school.

### **Staff**

All staff are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

All staff, workers or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All staff will be helped and encouraged to develop their full potential and the talents and resources available will be fully utilised to maximise the efficiency of the School.

### **Admissions**

The governors publish an annual Admissions Policy which does not discriminate against any protected characteristic listed above. For example, where a student requires specific equipment for access purposes, it is the Local Authority's policy to support where feasible and Park Community School will adjust its premises and practices as far as is reasonably practicable to ensure students are not disadvantaged.

### **Students**

All students are covered by this policy and it applies to all aspects of their school life. Specific areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

All students will be treated fairly and with respect. All students will be helped and encouraged to develop their full potential and the talents and resources available will be fully utilised.

### **Our commitment as an employer**

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The school is committed to:

- Creating an environment in which individual differences and the contributions of our staff are recognised and valued;
- Every member of staff, worker or contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- Providing training, development and progression opportunities to all staff;
- Understanding equality in the workplace is good management practice and makes sound business sense;
- Reviewing all our employment practices and procedures to ensure fairness;
- Having clear procedures that enable our clients, candidates for jobs and staff to raise a grievance or make a complaint if they feel they have been unfairly treated;
- Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings.

**Our commitment to our students**

The school is committed to:

- Providing the same level of education and support to which all students are entitled to regardless of any protected characteristic listed above;
- Making sure education and support is delivered equally and meets the diverse needs of our students by assessing and meeting their diverse needs;
- We shall promote equality of opportunity for all boys and girls through our curriculum and our values and ethos.
- Fully supporting this policy by senior management;
- Having clear procedures that enable our students or parents to raise a grievance/make a complaint if they feel they have been unfairly treated;
- Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings.

**Equal opportunity policy statements**

**Age**

We will:

- Ensure that people of all ages are treated with respect and dignity;
- Ensure that people of working age are given equal access to our employment, training, development and promotion opportunities and;
- Challenge discriminatory assumptions about younger and older people.

**Disability**

We will:

- Provide any reasonable adjustments to ensure that anyone who requires additional support have access to the school and opportunities;
- Challenge discriminatory assumptions about disabled people and;
- Seek to continue to improve access to information by providing support as required.

**Race**

We will:

- Challenge racism wherever it occurs;
- Respond swiftly and sensitively to racist incidents carrying out an investigation and recording annually to the Local Authority (the normal behaviour reporting process via SIMS contains an option to tag an incident as racial); and

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- Actively promote race equality in the School.

**Gender**

We will:

- Challenge discriminatory assumptions about gender;
- Take positive action to redress the negative effects of discrimination against males or females;
- Allocate the same amount of time to study subjects that are historically biased (e.g. double science for all, as options for Single Science tend to attract more girls than boys);
- Physical Education will be taught sometimes in single sex groups and sometimes in mixed groups;
- Use exemplar role models that cover both genders;
- Offer equal access for males and females to representation, employment, training and pay;
- Provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.

**Sexual orientation**

We will:

- Ensure that we take account of the needs of lesbians, gay men and bisexuals and
- Promote positive images of lesbians, gay men and bisexuals.

**Religion or belief**

We will:

- Ensure that peoples' religion or beliefs and related observances are respected and accommodated wherever possible and
- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

**Pregnancy or maternity**

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity;
- Challenge discriminatory assumptions about pregnancy or maternity and
- Ensure that no individual is disadvantaged by pregnancy or maternity and that we take into account their individual needs.

**Marriage or civil partnership**

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- Challenge discriminatory assumptions about the marriage or civil partnership and
- Ensure that no individual is disadvantaged by marriage or civil partnership and that we take into account their individual needs.

**Equal pay**

We will:

- ensure that all staff, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

**Monitoring**

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We shall promote equality and diversity through all aspects of the school's work but especially through the SMSC (Spiritual, Moral, Social & Cultural) Curriculum, both taught in classes and received through assemblies, Butterfly Broadcasts etc.

We shall monitor the attainment of differing groups of students (e.g. racial, gender, Looked After, SEND) to ensure that all achieve to their potential. The results of this monitoring will be published in our results analysis documents. Changes will be made to our pedagogy where differences between groups are found.

The site will be reviewed annually by the Site Manager, Community Manager and Deputy Headteacher for accessibility and the findings submitted in a report to Governors. The school allows all students to access all class rooms with the exception of four laboratories. The school will also enable our students to engage with less abled people through curriculum and community work.

We shall monitor all incidents where this policy has been breached as well as the achievement of different groups, using the information to inform our school improvement plan.