

Equality Policy



Last Reviewed by:	Rebecca Thompson
Date of review:	September 2022
Due for next Review:	September 2023
Headteacher:	Rebecca Thompson

Equality Policy

Mission Statement

Highfield School recognises the importance of fair treatment and the positive promotion of equal opportunity for all job applicants and employees and pupils. The school's approach to equality is all embracing and designed to prevent discrimination on any grounds.

POLICY & AIMS

Everyone who works, or applies to work within the school will be treated fairly and valued equally and this principle will apply to recruitment and selection, job/task allocation, promotion, transfer, training, appraisal, discipline and grievance and all terms and conditions of employment.

Independent contractors are encouraged to apply school policy within their own area of practice.

EQUALITY & DIVERSITY

This policy applies to all employees, irrespective of age, race, colour, religion/belief, disability, nationality, ethnic origin, gender, sexual orientation or marital status, domestic circumstances, social and employment status, HIV status, gender reassignment, political affiliation or trade union membership.

All employees will be treated in a fair and equitable manner recognising any special needs of individuals where adjustments need to be made. No member of staff will suffer any form of discrimination, inequality, victimisation, harassment or bullying as a result of implementing this policy.

If at any time, this policy is considered to be discriminatory in any way, the Business Manager /HR Manager should be contacted immediately to discuss their concerns.

STRATEGIC OBJECTIVE

The school recognises its responsibility for ensuring that all reasonable steps are taken to prevent unlawful discrimination to its employees and prospective employees and those with protected characteristics.

Where discrimination against any person or group is referred to in this policy, it shall mean discrimination in the application of any of the policies and procedures of the school.

DEFINITIONS

Discrimination

Discrimination consists of conduct, words or practices which disadvantages or advantages people because of their colour, culture, or ethnic origin, nationality, religious belief, gender, disability, sexuality, age or any other status.

Direct Discrimination

This is where a person is treated less favourably or more favourably than others would be on grounds that are not justifiable, such as race, gender, sexual orientation, disability etc.

Indirect Discrimination

This consists of treatment which appears to be fair and applied to everyone equally, but has an unjustifiable impact upon a particular group.

Institutional Discrimination

Is the collective failure of an organisation to provide an effective and professional service to people because of their colour, culture or ethnic origin, nationality, religion/belief, gender, disability, sexuality, age or other status. It can be seen or detected in process, attitudes and behaviour which amount to discrimination. Through unwitting prejudice, ignorance, thoughtlessness and stereotyping which disadvantages people.

Racism (as defined in the Steven Lawrence enquiry)

Racism in general terms consists of conduct, words or practices which disadvantage or advantage people because of their colour, culture or origin. In its more subtle form it is as damaging as in its overt form.

Disability Discrimination

This will be deemed to have occurred where all the possibilities which would enable the retention of a person with a disability have not been explored. This could include modifications to equipment, the use of special employment aids, job re-structuring or redeployment where appropriate.

Victimisation

This is unlawful and occurs where a person is treated less favourably because they have asserted their rights under the Sex Discrimination, Equal Pay, Race Relations or Disability Discrimination Acts or would not be considered for a post because they have made a claim at an Employment Tribunal.

Genuine Occupational Qualifications

Occasionally Highfield School may want to appoint specifically a male or female employee dependent upon the ratio of staff currently in existence. It is possible to restrict the advertisement to either male or female under the exemption within the Sex Discrimination Act (s 7.2b) but this is limited to very specific circumstances in most cases this will be for a reason of Privacy or Decency and this information must be provided to the publishers of the advertisement. Further advice may be sought from the Human Resources Manager.

STATUTORY OBLIGATIONS

In formulating new or amending existing policies, practices strategic plans, service plans and in employment and service development Highfield School will take account of its responsibility within the following statutory obligations.

Equality Act 2010

Sex Discrimination (Gender Reassignment) Regulations 1999

Gender Recognition Act 2004

Employment Equality (Sex Discrimination) Regulations 2005

General

Human Rights Act 1998

Freedom of Information Act 2000

Employment Equality (Age) Regulations 2006

Equality Act (Sexual Orientation) regulations 2007

ROLES / RESPONSIBILITIES

Governing Body

The Governing Body has overall responsibility for all policies and procedures within the Academy.

Headteacher and Senior Leadership Team

The Headteacher and Senior Leadership Team will ensure that this policy is implemented within their sphere of responsibility.

Human Resources Team

The Human Resources Team will provide appropriate technical advice and support. This is provide by Nexus academy.

Managers

All managers will apply this policy in a fair and equitable manner.

Employees

All employees will comply with this and any other associated policies and procedures.

TRAINING

Any training and development needs, particularly statutory and mandatory training required by staff will be arranged by the appropriate manager in conjunction with the HR department.

MONITORING

The Governing Body recognises the need to monitor the effectiveness of this policy to ensure equality of opportunity for employees. It will be monitored by the Human Resources Manager.

The Schools equality objectives for 2022 to 2024:

Objective	By whom	Steps towards objectives	Monitored by	Evaluated
To ensure all pupils and employees have equal access to facilities and amenities to meet their needs	Governors Headteacher Business manager SLT School council	Ensuring grounds are accessible to all . Ensuring all elements of the curriculum are accessible to all Ensuring that all staff have access to resources,	Governors Headteacher Business manager SLT School council	Termly

		training and equipment to meet needs		
		Ensuring staff receive CPD		
<ul style="list-style-type: none"> Improving knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity, e.g. increasing understanding between pupils from different faith communities 	SLT Teachers All staff	Drop down days Interfaith week Assemblies RSHE curriculum	Govenors SLT Teaching team School council	Termly