



## Equality, Diversity & Inclusion Policy

*All partners in the IDEAL Alliance promote equality between all people, expressing the Equality Act 2010*

### Aims of this scheme

This Equality Policy for all the partners in the IDEAL Alliance brings together all previous policies, schemes and action plans around equality, inclusion and equal opportunities.

It includes all the protected characteristics covered under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex) as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities both within the physical boundaries of the IDEAL Alliance's partners and within our local, national and global environments. Our alliance partners embrace the aim of working together with others to improve children's educational and wellbeing outcomes.

Our Equality Policy is inclusive of our whole alliance community – pupils/students, staff, parents/carers, visitors and partner agencies – who we have engaged with and who have been actively involved in and contributed to its development.

This policy should be read alongside the Recruitment Policy, Admissions Policy, Behaviour Policy, Anti- Bullying Policy, SEN Policy and Accessibility Plan of each of the alliance's partners.

The purpose of this policy is to set out how our practice and policies have due regard to the need to:

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our alliance and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

This scheme supports the aims of the IDEAL Alliance in that it seeks to promote the welfare of all pupils and staff and their academic achievement and equality in the workplace, regardless of their protected characteristics.

This scheme seeks to set out how the partners in the IDEAL Alliance will respond to incidents of inequality by offering appropriate support to staff, pupils, parents and carers within the alliance's community.

The IDEAL Alliance believes that disadvantage due to inequality is wrong and it will not tolerate attitudes that support inequality among its staff, pupils or those who visit the partners within the IDEAL Alliance. Staff, when they encounter it or when it is brought to their attention, will always challenge attitudes and behavior that is not in line with promoting equality. The IDEAL Alliance will not tolerate taunting or bullying and in certain cases will contact the police, especially if parents are involved.

## Public Sector Equality Duty

The IDEAL Alliance is committed to promoting equality and when carrying out our functions, in accordance with the Public Sector Equality Duty, we will have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and those without
- foster good relations between people who share a protected characteristic and those who do not.

We also:

- publish information to demonstrate how we are complying with the Public Sector Equality Duty; and
- prepare and publish equality objectives.

Equality information and objectives are published on the IDEAL Alliance's website. This information is published at least annually, and new objectives are published at least every four years.

### IDEAL Alliance's objectives

- Vulnerable families feel equally valued in our community
- To continue to raise the attainment of boys/minority groups in reading and writing.
- To continue to develop pupils' knowledge and understanding of the different faiths and beliefs globally today.

### Monitoring inequality achievement

The IDEAL Alliance will track the progress of groups who may be affected by inequality and ensure that positive opportunities are given to all groups. Where differences occur, the IDEAL Alliance will be proactive to raise attainment and this will be monitored termly.

Staff will be alert to early signs of disaffection or a drop in attainment or progress. When this happens the senior management teams will be alerted and an intervention will be put in place to ensure progress is resumed and attainment is at the level expected. The IDEAL Alliance:

- Monitors the number of incidents with a inequality element
- Monitors the impact teaching and procedures which focus on combating inequality
- Talks with the parents and members of the partner's communities about the workings of the alliance's scheme
- Talk with pupils to ask them how they feel the scheme is working
- Talk with members of staff on the workings of the scheme

The Head of Alliance will report to the Governing Body on the attainment both genders, putting it into the context of the needs of the individual pupils concerned at least on an annual basis. The roles and responsibilities within our alliance community Our Head of Alliance will:

- Ensure that staff, parents/carers/ pupils/students and visitors and contractors are engaged in the development of and informed about the Equality Policy.
- Oversee the effective implementation of the policy and ensure staff have access to training which helps to implement the policy.
- Develop partnerships with external agencies regarding the policy so that the alliance's actions are in line with the best advice available
- Monitor the policy and report to the Governing Body at least annually on the effectiveness of the policy.

### **Our Governing Bodies will:**

- Ensure that the objectives arising from the policy are part of the Alliance Improvement Plan.
- Support the headteacher in implementing any actions necessary.
- Engage with parents and partner agencies about the policy.
- Evaluate and review the policy annually.

### **Our pupils/students will:**

- Be involved in the development of the Policy in an age appropriate way and will understand how it relates to them, appropriate to age and ability
- Be expected to act in accordance with the Policy
- Be encouraged to actively support the Policy

### **Our parents/carers will:**

- Be given accessible opportunities to become involved in the development of the Policy
- Have access to the Policy through a range of different media appropriate to their requirements.
- Be encouraged to actively support the Policy
- Be encouraged to attend any relevant meetings and activities related to the Policy
- Be informed of any incident related to this Policy which could directly affect their child

### **Our alliance staff will:**

- Be involved in the development of the Policy and have a personal responsibility for its practical application. Staff are reminded that they may be held individually accountable to ensure that no form of discrimination occurs in the recruitment, selection, promotion and training of employees.
- Be fully aware of the Equality Policy and how it relates to them
- Understand that this is a whole alliance issue and support the Equality
- Policy Make known any queries or training requirements.

## Combating inequality – public statements

The alliance will make known its commitment to combating inequality in the following ways:

- The alliance's prospectus will contain a clear statement about equality, diversity and inclusion.
- Visitor policies will make it clear that inequality is unacceptable and will not be tolerated by the alliance.
- Each year the governing body will include a statement in its annual report concerning inequality and will indicate if incidents have happened and how they were dealt with.
- The alliance newsletter will regularly state the alliance's commitment to combating inequality

## Working with parents

Where inequality is identified, the alliance will work alongside the parents to ensure best chances are given to the child so they can achieve their full potential.

## Alliance Visits

- When going on trips pupils will be reminded of their responsibility to act appropriately.
- The issue of living in a multi-cultural society will be brought-up and pupils reminded that racial abuse or the exhibiting of racist attitudes will be dealt with severely by the alliance.
- When studying history and geography, mention will be made of the different sorts of people who come to visit the county. It will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come here on business or for a holiday.

## Combating inequality & responding to prejudice-based incidents:

The alliance recognises that inequality attitudes and bullying sometimes go unreported, therefore the alliance, will:

- monitor inequality in such a way as to find out what sort of attitudes happen in alliance
- act on the finding of the monitoring exercise, even where this shows that currently the pupil or staff member isn't suffering from inequality
- report to parents on any action taken in light of the monitoring that has taken place

The teachers will monitor inequality, with any incidents being reported to the alliance's senior management immediately for appropriate action. Where it can be established that an incident had a inequality element the alliance will ensure that it lets all concerned know that it will not tolerate this.

We recognize that hate incidents or prejudice-based bullying behaviour is driven by negative assumptions, stereotypes or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. We will take action to prevent, challenge and eliminate any such behaviour.

We recognise that we as individuals and society often struggle with difference of any kind (perceived or actual), which can result in seizing upon the most visible sign of difference e.g. skin colour or disability.

Through our alliance ethos and curriculum, we want our pupils/students to understand better the diversity that exists in society. We want to provide opportunities for them to explore the subtleties and complexities in order to prevent and respond to incidents and situations. We will address the experience, understanding and needs of the victim, the perpetrator, bystanders and the wider alliance community through our actions and responses.

We will record all hate incidents and prejudice-based bullying. We will use this information to identify trends and patterns, so that we have approaches in place to provide appropriate responses in terms of support for victims and their families, sanctions and support for perpetrators and their families and education for our children, young people and communities.

### **Exclusions**

Refer to the Alliance Exclusions Policy.

### **Reporting, monitoring and evaluation**

The CEO will monitor the effectiveness of the policy on an annual basis. This will be done in the following ways:

- Monitoring the number of incidents relating to equality issues.
- Monitoring the effect of any PSHE/C module which has had a focus on combating inequalities.
- Including parents and staff in discussions about the workings of the policy
- Talking with the parents of minority groups to ensure they are happy with the workings of the alliance's policy
- Talking with pupils from minority groups to ask them how they feel the policy is working
- Talking with staff from minority groups on the workings of the policy

A report to the governors will be made annually on the effectiveness of the policy and amendments made where necessary.

### **Recruitment and Selection (staff)**

The selection process for staff is of crucial importance and must be carried out according to objective job-related criteria which must be subject to regular review. The alliance will endeavour through appropriate training to ensure that employees making selection decisions will not discriminate whether consciously or unconsciously in making these decisions. The alliance will ensure:

- That the selection criteria relate to job requirements and are not discriminatory by asking for inappropriate qualifications or experience.
- Job advertisements are not without proper reason confined to publications or worded in such a way as to exclude applicants either individually or of a particular group.
- Advertisements will carry a statement that the alliance is an equal opportunity employer.
- Every job is open equally to all applicants with the required qualifications except where conditions of privacy, and decency or authenticity apply or in cases where the job involved

- the provision of personal services. Applications will be dealt with in accordance with the Governing Body's recruitment and selection policy.
- Where selection tests are used they are validated to ensure they relate directly to the job requirements and/or career requirements and measure an individual's ability to do or train for the particular work or career. Such tests are reviewed regularly to check that they remain relevant and free from bias either in content or scoring.

## **Training (staff)**

Equal opportunities must be integrated into all training concerned with selection skills, staff assessment, counselling, staff development and the management or supervision of staff. The importance of equal opportunities in the field of customer care initiatives is also recognised. The alliance will ensure:

- Transfer, promotion and training are open equally to all eligible employees and selection criteria do not exclude applicants from any group.
- Specific training on recruitment and selection will be undertaken by governors and staff as appropriate, to ensure awareness of the wider implications of discrimination.

## **Promotion**

It is in the alliances' interest to provide equal opportunities for promotion to all employees. Headteachers must continually assess the promotion potential of all employees and all promotion decisions must be made in accordance with objective selection criteria.

## **Grievance and Discipline**

Employees who believe that they have experienced unfair or unlawful discrimination or racist or sexist abuse or harassment should raise their concern through the applicable grievance procedure.

It is important to understand that employees who consider they have failed to secure adequate redress, within the procedure of the Governing Body, may choose to take their case to an industrial tribunal.

External applicants who feel they have been unfairly discriminated against may also take their case to an industrial tribunal. In these circumstances complaints can be brought against individual employees as well as the Governing Body and the employing authority.

## **Monitoring**

The alliance will establish appropriate information and monitoring systems to assist the effective implementation of the policy. Information will only be collected which will be used and will be held confidentially.

Most organisations will collect information based on current UK legislation. This protects people against discrimination because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The table below sets out the legal position regarding monitoring:

	Legal position
Race and Ethnicity	A requirement for public bodies to monitor ethnicity. Use the ethnic groupings set out in the 2001 Census standards as a minimum
Gender	A requirement for public bodies to monitor gender – male and female.
Gender reassignment	Covered by the public equality duty, however but any monitoring will require careful consideration.
Disability	A requirement for public bodies to monitor disability. You are required to make reasonable adjustments to help a disabled person give their best.
Sexual orientation	A requirement to monitor in public sector from April 2011.
Religion and belief	A requirement to monitor in public sector from April 2011.
Age	A requirement to monitor in public sector from April 2011.

The Governing Body will review implementation and the need for monitoring.

### Positive Action

The Equality Act allows employers to take positive action if you think that employees or job applicants who share a protected characteristic suffer a disadvantage connected to that characteristic, of their participation in an activity is disproportionately low.

The Equality Act 2010 from April 2011 allows you, if you want to, to take a protected characteristic into consideration when deciding who to recruit or promote. However, you can only do this when you have candidates who are “as qualified as” each other for a particular vacancy. This does not mean they have to have exactly the same qualifications as each other, it means that your selection assessment on a range of criteria rates them as equally capable of doing the job.

You would also need some evidence to show that people with that characteristic face particular difficulties in the workplace or are disproportionately under-represented in your

workforce or in the particular job for which there is a vacancy. In these circumstances, you can choose to use the fact that a candidate has a protected characteristic as a 'tie-breaker' when determining which one to appoint. You must not have a policy of automatically treating job applicants who share a protected characteristic more favourably in recruitment and promotion. This means you must always consider the abilities, merits, and qualifications of all of the candidates in each recruitment or promotion exercise. Otherwise, your actions would be unlawful and discriminatory.

## FAQs

### What kinds of words won't be permissible in job adverts?

Employers should ensure that their job advertisements do not imply or suggest that a person of a particular age should not apply for the job being advertised, unless that job has a genuine occupational requirement

In order to attract job applicants of a particular age, employers may wish to extend the publication of their job vacancies, for example, to magazines or newspapers aimed at persons of a particular age or within a certain age group. The Government has suggested the following examples:

"An employer places a job advertisement only in a magazine for young people, because this age group is underrepresented in his business. This may in practice encourage applications mainly from younger people, so it may be indirectly discriminatory. If so, it would fall under the positive action provision. It will be lawful if it reasonably appears to the employer that this helps to compensate for a disadvantage suffered by this age group.

"The same applies if the employer asks a headhunting firm to search particularly for candidates in a certain age group (because that age group is underrepresented in its workforce). As long as applications from people in other age groups are not excluded, this is covered by the positive action provision."

A criterion in a job advertisement for a successful job applicant to have ten years' work experience may amount to unlawful indirect age discrimination against younger job applicants (it is unlikely that such job applicants will have ten years' work experience) unless the employer can objectively justify that criterion. The employer would have to justify why a successful job applicant should have ten years' work experience rather than, for example, requiring them to demonstrate their suitability against a clearly drawn up person specification based on the required competencies.

Examples of the kind of "ageist" job advertisements employers should seek to avoid are available on the Employers Forum on Age (EFA) website at [www.efa.org.uk](http://www.efa.org.uk). There is also an example of an advertisement created by the EFA that avoids reference to the "culture" of an organisation (e.g. "young, vibrant company"), the ideal age range for the job and years of work experience required.

## Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. All complaints of



discrimination will be dealt with seriously, promptly and confidentially. Complaints arising from the operation of this policy will be dealt with in line with the alliance's Complements, Comments, Concerns and Complaints Policy.