



Equality & Diversity Policy

1. Introduction

1.1. The Equality Act (2010), replaced previous anti-discrimination legislation and sets out nine Protected Characteristics that describes the groups that are protected by law from being discriminated against on the grounds of belonging to any group having one or more of these characteristics. The act also extends to cover seven types of discrimination. Both of these are described in the Policy below.

1.2. Hartmore School is committed to ensuring equal opportunity exists across its services, that we apply equality and diversity principles in everything we do and that no person is discriminated against.

2. Equality & Diversity Statement

2.1. We are committed to our duty under the Equality Act (2010) to eliminate discrimination, to advance equality of opportunity and to foster good relations.

2.2. We will:

- Ensure that everyone within our community is treated gently, fairly and with respect
- Recognise that people have individual needs, and that we each understand that treating people equally does not always involve treating them all exactly the same
- Recognise that for all pupils extra support is needed to help them to achieve
- Make sure that people from different groups are consulted and are involved in our key decision making
- Ensure no one experiences harassment, discrimination or less favourable treatment owing to any personal (protected) characteristic as described below
- Ensure that our premises is a safe, secure and stimulating place for everyone at all times

3. Protected Characteristics

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

4. Types of Discrimination

4.1. The Equality Act (2010) defines types of discrimination as:

- Direct discrimination - where someone is treated less favourably than another person because of a protected characteristic
- Associative discrimination - this is direct discrimination against someone because they are associated with another person who possesses a protected characteristic
- Discrimination by perception - this is direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to

- Indirect discrimination - this can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic
- Harassment - this is behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them
- Victimisation - this occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation

5. Inclusion of Pupils

5.1. All pupils are given the opportunity to be cared for and educated. Where possible this is alongside their peers in order to develop their full potential.

5.2. Pupils are encouraged and supported to understand their rights and be well-informed about ways of challenging discrimination. The School is expected to identify local community resources that contribute to meeting the needs of individuals - these are highlighted and promoted and where they do not meet required needs alternatives are sought and suitably identified regardless of geographical location, for example hairdressers who specialise in braiding or cutting African Caribbean hair.

5.3. All staff are suitably trained in all aspects of equality and diversity including legislation and their responsibilities.

5.4. The School ensures that assessments each pupil's specific needs is carried out with an aim to support and develop their full potential;

5.5. The School are expected to examine ways in which diversity can be valued and activities adapted to meet individual pupil's needs including food preparation and menu choices (as appropriate)

5.6. The School is expected to acknowledge the importance of maintaining a link with the pupil's carers/parents in meeting the individual's need

5.7. The School is expected to offer appropriate support to aid inclusion and ensure that the pupils can fully participate in the all appropriate activities. If necessary additional support is sought in order to do this. Additional support is offered to staff and/or pupils who are finding difficulty in understanding diverse or complex situation.

6. Discriminatory Behaviour by Pupils

6.1. Inevitability, and whatever the best efforts of the School to create an inclusive and safe environment, there will be occasions when pupils and pupils discriminate against each other. On these occasions all staff should refer to the relevant sections of the Prevention of Bullying Policy.

7. Employment

7.1. Among the central aims of the aim of this Equality & Diversity Policy is to ensure no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, nationality, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation or disability.

7.2. We will ensure that a copy of this Equality & Diversity Policy will be made available for all employees and made known to all applicants for employment.

7.3. This Equality & Diversity Policy will be communicated to all private contractors reminding them of their responsibilities.



This Equality & Diversity Policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

7.4. We will maintain a neutral working environment in which no worker feels under threat or intimidated.

7.5. We recognise that discrimination is unacceptable breaches of this Equality & Diversity Policy will lead to disciplinary proceedings and if appropriate, disciplinary action.

8. Recruitment & Selection

8.1. The recruitment and selection process is crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or subconsciously, in making these decisions.

8.2. Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this Equality & Diversity Policy.

8.3. Job descriptions and person specifications, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any person specifications.

8.4. We adopt a consistent, non-discriminatory approach to the advertising of the vacancies. We do not confine our recruitment to areas or media sources, which provide only or mainly applicants of a particular group.

8.5. All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job. All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.

8.6. More than one person will carry out short listing and interviewing where possible; Interview questions will be related to the requirements of the job and will not be of any discriminatory nature.

8.7. We will not disqualify any applicant because he/she is unable to complete an application unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.

8.8. Selection decisions will not be influenced by any perceived prejudices of other staff.

9. Disability Discrimination

9.1. We believe in providing a welcoming, comfortable and accessible environment that is safe and easy to use for pupils, parents, relatives, staff, visitors and other users of the premises. We will endeavour to achieve equality of opportunity for all to ensure equal access to our facilities. Where possible, we will avoid physical features that make it difficult for people with a disability and make reasonable adjustments to improve the environment.

10. Related Policies

10.1. The following Policies should be read in conjunction with this Equality & Diversity Policy.

- Prevention of Bullying Policy
- Recruitment Policy & Procedure



8. Policy Review

8.1. This Policy was last reviewed in April 2019. Next review is due in April 2020.