



Equality and Diversity Statement

A handwritten signature in black ink, appearing to read 'Parneet Kang'.

Parneet Kang
Principal

A handwritten signature in black ink, appearing to read 'William Holland'.

William Holland
Chair of Trustees

Written: September 2019
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Introduction

This policy statement sets out The Emscote Schools vision and commitment to ensuring equality of opportunity for all, including equality of access to those services that we provide.

In serving our community and in valuing the contribution of our workforce, we aim to improve the quality of life and well being of the population.

We acknowledge that there are some people who are prevented from taking part fully in the life of our community for a variety of reasons.

This may include unfair treatment and exclusion, based on one or more of the following factors:

- age,
- race,
- sex,
- gender re-assignment,
- disability,
- faith,
- language,
- skin colour,
- sexual orientation,
- socio-economic background,
- or some other personal characteristic or circumstance

We recognise that discrimination affects people in complex ways and that other forms of discrimination exist that have not been specifically mentioned in this document.

Our Commitment

We commit ourselves to the general principles of fairness and equality.

We will seek to apply these principles by challenging and eliminating discrimination where it exists:

- by ensuring high levels of public satisfaction with our services;
- by creating a diverse workforce within which all staff are equally valued

Our Equality and Diversity aims are to:

Treat all people with dignity and respect, recognising the value of everyone.

This applies to everyone who has contact with the school, service users, staff, contractors, visitors and job applicants.

Our school is committed to the following;

- Ensuring that every service user has equal access to high quality services
- Creating fair and just employment practices, which are free from discrimination
- Ensuring that all service users, employees and our partners in the community are encouraged to make their contribution to improving our services
- Integrating equality practice into everything we do

The Legal Framework

We accept our legal responsibilities in relation to equality, including the requirements of the following legislation:

- Equality Act 2006
- Disability Discrimination Act 2005
- Race Relations Act Regulations 2003
- Race Relations (Amendment) Act 2000
- Human Rights Act 1998
- Protection from Harassment Act 1997
- Disability Discrimination Act 1995
- Sex Discrimination Act 1975 (including the Gender [Reassignment] Regulations 1999)
- Race Relations Act 1976
- Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970 and (Amendment) Regulations 2003

We will also meet our employment duties for age, sexuality and religion or belief as set out in the following legislation:

- Employment Equality (Age) Regulations 2006
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003

We will ensure that our policies and procedures are compliant with the Codes of Practice and guidance published by the national equality body Equality and Human Rights Commission.

Achieving Equality and Valuing Diversity

To achieve our equality and diversity aims we will:

- Work towards achieving the quality standard.
- Provide appropriate training and development in equality and diversity issues for all employees.
- Aim to create a workforce profile that reflects our diverse community.
- Review, audit and report progress annually on our equality and diversity work.

- Consult and seek the views of our communities and service users, to assist in the development of our equality and diversity agenda.
- Positively promote equality of opportunity.
- Work with our partners in the statutory, voluntary and private sectors to ensure the best outcomes for all stakeholders associated with the school.

Equality and Diversity in Service Provision

We will aim to:

- Provide, where appropriate and applicable, accessible and effective services and facilities to all sections of the community so far is reasonably practicable.
- Provide clear and accessible information about our services in a variety of formats and languages, as appropriate.
- Challenge, review and monitor our services, working practices and resource allocations to ensure that they do not discriminate, and identify where improvements can be made.
- Ensure that all employees understand what equality in service provision means.
- Ensure that appropriate community representatives are identified and consulted with on the way the school plans and delivers its services.
- Ensure that all service users have equal access to our Complaints Procedure.

Equality and Diversity in Procurement and Contracting

We will ensure that our procurement and contracting practices fulfil our current equalities duties by:

- Ensuring that contractors, suppliers, volunteers and partners are aware of the schools position on equality and understand their obligation to provide services that are free from discrimination, harassment or victimisation.
- Providing guidance for relevant staff in equality issues for procurement.

Equality and Diversity at Work

In order to ensure that equality underpins all aspects of our employment policy and practice, we will aim to:

- Eliminate unfair treatment and discrimination through human resource policies and activities.
- Provide appropriate training and development opportunities to all staff.
- Ensure that employees receive fair and equal treatment in relation to their employment, regardless of whether they are full time, part time, temporary or zero contract hours.
- Recognise that employees have the right to work in a supportive, safe and harassment-free environment. Any allegations of discrimination, victimisation or harassment will be dealt with through the normal disciplinary process.

- Create an appropriate balance between work and home commitments, so that we maximise employment opportunities for all.
- Ensure that we have in place an equal pay policy.
- Ensure staff are aware of their personal responsibility to follow and support this Equality and Diversity Policy.

Further detail of our employment policies in relation to equality is set out in our “Statement of Equal Opportunities in Employment”.

Consultation

We will consult with a wide range of individuals, partners and community representatives in order to make appropriate decisions in relation to the range and accessibility of the services we provide. Wherever possible, we will attempt to identify and contact those individuals or groups who are perceived as disadvantaged or marginalised within the community, and who might not otherwise be able to get involved in the normal consultation process.

Our Responsibilities

All school employees have a part to play in challenging discrimination and in implementing this policy:

- The Principal and SLT are responsible for the overall management and strategic direction of the equality and diversity agenda. This may include external advice and guidance.
- All staff are responsible for ensuring the implementation of this policy in their service areas, and their service planning process. They should identify any discriminatory practices, include equality targets in their service improvement plans and develop criteria for success.
- All staff; have an individual responsibility for promoting and delivering equality in the workplace and in serving the community. This expectation will be communicated to all new staff via the school’s induction processes.
- Volunteers, Visitors and Service users; to adhere to a “see something say something” working attitude.

Monitoring and Measuring Progress

We will adopt a rolling programme to review, monitor and evaluate all policies, procedures and practices, both in service delivery and employment, from an equality perspective, to ensure that they conform with this Policy, as well as legislative and other external requirements. There are a variety of monitoring systems already established which will enable us to do this.

Where we ask staff and students to provide us with personal information, this will only be used to improve access to and the quality of the services we provide.

In order to succeed in this, we require the co-operation and understanding of our staff and service users.

How to Make a Complaint

We regard comments and complaints as an opportunity to examine the quality of our services, and to proactively address the issues that have been raised.

- If a student /parent/carer has a complaint against The Emscote School in respect of the services we provide, they can exercise their right to complain through the Complaints Procedure. This can include a complaint of a discriminatory nature. A copy of the procedure is available from school or website.
- If a member of staff feels that he or she has been discriminated against, or victimised/harassed by a colleague or service user, they should, in the first instance, contact their line manager for advice about their rights and the appropriate action to take. In certain circumstances, staff may also wish to meet with, or seek confidential advice from another SLT
Any allegations of this nature will be taken very seriously and investigated.

Where appropriate, disciplinary action will be taken against staff who have breached, ignored or abused the schools Equality and Diversity Policy.

Reference is made within this Policy to other related policies and strategies. These can also be obtained from the school or website.

Conclusion

We believe that any organisation should reflect all the communities and people it serves in both employment and service delivery. By implementing this Policy, The Emscote School recognises its responsibilities and its leadership role within the community and aims to be a leading organisation in the promotion of equality of opportunity and diversity within the localities in which it provides services.