

**Equality Policy**

2019/2020

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| **Approved by:** | Michael Lawless | **Date:** 2nd September |
| **Last reviewed on:** | n/a |
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# Aims

This policy sets out how St George’s will:

* satisfy its duties under the Equality Act
* to eliminate all behaviour prohibited by the Equality Act 2010,
* to foster good relations between persons with and without protected characteristics and
* promote equality of opportunity regardless of whether a person has a protected characteristic (such as LGBT, race, gender, disability, age, pregnancy and maternity, religion or belief and sexual orientation).

The College aims to comply with this duty, in both the delivery of its services and the employment of its staff.

It is created by the College’s Senior Management team in line with the Equality Act 2010 and is the foundation of all the College’s other policies.

Through the creation of this equalities policy, we have been able to develop a better understanding of what the challenges to equality are within the College and how we can best deal with these.

This document will be reviewed annually, or any time there is an update or change to equality legislation, to ensure that it is being effectively implemented and remains focused and up to date on issues surrounding equality both within the College and nationally.

# Roles and responsibilities

Creating a college environment that promotes equality and denounces discrimination is a whole-college responsibility and requires all members of the community to be actively involved in breaking down barriers to learning and barriers to social and emotional development that prejudice can create.

Individuals in the college are expected to take responsibility for supporting and promoting equality in College above and beyond the responsibilities listed below.

The Principal has the day-to-day responsibility for coordinating the implementation of this scheme.

## The Senior Management Team

The Senior Management Team will

* create and approve this document with the help of the Director of Studies and ensure that it is adopted correctly throughout the College
* ensure the College complies with all equality legislation and the College’s equality objectives
* monitor and evaluate the effectiveness of the equalities policy annually and make any amendments to improve on it when and where necessary
* nominate a named Manager, Mr Michael Lawless, to oversee the implementation of the equalities policy monitor equality outcomes, and regularly report back to the rest of the senior management team

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## The Principal

The Principal will:

* promote the equalities policy both within the College and externally to the rest of the community
* ensure that all staff are aware of their role and responsibilities regarding the promotion and delivery of equality in College
* report on any incidents of inequality that are discovered and make any amendments that they feel should be made, as well as observing feedback from staff, students and parents
* challenge inappropriate language and behaviour
* tackle bias and stereotyping
* take appropriate action where discrimination or victimisation occurs.

## Staff

College staff will:

* ensure that they are up to date and aware of the contents of this policy and towards all types of discrimination
* challenge inappropriate language and behaviour
* tackle bias and stereotyping
* work to promote anti-bullying strategies as outlined in the College’s **behaviour and antibullying policy**
* show a commitment to undertake development and training within this area
* engage with the College in eliminating any discrimination and act as a good example to students
* promote a positive working environment
* report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, students, or any other member of the College community, so that these incidents can be reviewed and action taken where necessary.

## Students

Students at the College will:

* engage with the College in eliminating any discrimination
* promote a positive work environment and a positive attitude towards equality when both in College and off the College site
* report to College staff any incidents of in appropriate language or behaviour, discrimination or victimisation that they know to have occurred
* work to promote the anti-bullying strategies outlined in the College’s **behaviour and anti-bullying policy**
* set a good example regarding behaviour and social awareness to younger students and their peers.

## Parents, carers, and visitors

Parents, carers, and visitors to the College are expected to:

* familiarise themselves with the College and support the College’s policy by promoting a positive attitude towards equality at home
* attend any relevant meetings/awareness-raising sessions that they are invited to relating to the College’s equality policy
* work with the College to resolve any incident relating to discrimination or victimisation that their child is involved in
* respect and follow our equality when visiting the College.

# Key groups at risk

While the College recognises that any person or group of people can become victim to discrimination, victimisation or unfair treatment, people may be more at risk of becoming victims of inequality due to:

* Race
* Disability
* Gender and transgender
* Religion or belief
* Sexual orientation

Promoting equality and social awareness in College and within the local community Community-cohesion

The College expects all of its students and staff to act respectfully towards members of the wider community that the College is part of.

# Inclusion

Promoting and practising inclusion in College lessons, around the College site, during all College activities and into the wider community is a key part of developing a positive attitude towards equality and people from different backgrounds.

# Recruitment

Buckswood College is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status, pregnancy and maternity or sexual orientation. Buckswood College acknowledges that unfair discrimination can arise on occasion and so will ensure that the equal opportunities policy is the foundation for all its activities.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

# Equal opportunities for staff

As part of our commitment to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment, the College will ensure that:

* all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law;
* staffing of the College reflects the diversity of our community wherever possible;
* as an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce;
* we respect the religious beliefs and practice of all staff, students and parents, and comply with reasonable requests relating to religious observance and practice;
* we ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

# Behaviour, exclusions and attendance

The College **behaviour policies** take full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustments for students with special educational needs and disabilities.

We closely monitor data on exclusions and absence from the College for evidence of over-representation of different groups, and will take action to address any concerns that arise in this area.

# Monitoring and review

This policy will be reviewed annually by the Senior Management Team, unless there is specific reason for it to be reviewed earlier (for example an incident involving members of the College community or new legislation).

The Senior Management Team will review how effective it is in tackling discrimination, promoting access and participation, equality and good relationships between different groups, and that it does not disadvantage particular sections of the community.

The Senior Management Team will also review evidence that it is being put into practice in College by staff and students, and whether there is any need for extra training or development sessions across the whole College to ensure it is promoted and implemented as much as possible.

# Outcomes

One of the most important indicators of how successful we are as a College in promoting equality and eliminating discrimination are the outcomes for various individuals and groups with protected characteristics. If analysis of outcomes reveals poorer outcomes for any particular groups, an impact assessment would be carried out and an action plan put in place to aid these outcomes.

Action plans will outline:

* objectives and specific actions to be taken
* expected impact and indicators of achievement (success criteria)
* clear timescales
* who has lead responsibility
* resource implications