

## POLICY STATEMENT

Policy	Equality Policy
Date Written	28 <sup>th</sup> September 2018
Written by	J Blake
Approved by	G Sutton
Next major review date	April 2019
Location and disseminations	A copy of the policy can be found, in the college admin office and on the college website.

St Georges College is dedicated and proud to promote equality and diversity among all members of its community and is dedicated to ensuring all members of the community are treated equally, fairly and with respect by the college and each other. We support all of our pupils and prospective pupils, staff (including contracted staff), parents, carers, guardians and agents. This policy applies to the college as a place of education, a business and an employer. Prejudice, discrimination, and victimisation are not tolerated, and we work hard to instil in our pupils a strong understanding of right and wrong, including the importance of inclusion, acceptance, and compassion towards others. We treat them with respect and have due regard for their privacy and wellbeing, regardless of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We operate a zero tolerance policy towards discriminatory languages and actions which could create a hostile or unpleasant environment.

The college endeavours to create and sustain an environment which respects and values the contributions of each of its members enabling them to flourish, reach their full potential and to gain benefit and enjoyment from their involvement in the college community. We strive to develop each person's skills to the highest level possible, educating and celebrating differences, enabling them to become positive attributes. As an international college, it is important that all students are treated equally and there is no racial discrimination. Total integration is the aim of the college.

St George's college operates under the ethos of a positive discrimination policy and that no

person, on the basis of any protected characteristic be excluded from participation, be denied the benefits of or be subjected to discrimination under any of our education programmes or activities. Any pupil with restricted mobility is catered for and provided with appropriate assistance where required which promotes dignity and choice.

Although this is a legal requirement, this is a basic tenet of St Georges College. It is our aim that all of our programmes and activities be made available to all students.

This policy sets out how the school will satisfy its duties under the Equality Act 2010 to support diversity and equality and eliminate all behaviour prohibited by the act, to foster good relations between person with and without protected characteristics.

The Equality Act 2010 refers to the following protected characteristics:

- Age (for staff only)
- Disability
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sexual orientation

The act states that people are not allowed to discriminate, harass or victimise another person because they have any of these protected characteristics, are perceived to have one of these characteristics or where they are associated with someone who has a protected characteristic.

### **Types of Abuse**

**Discrimination** refers to treating one person worse than another because of a protected characteristic; also known as direct discrimination, or implementing unjustifiable rules, methods or policies which has a negative impact on someone with a protected characteristic; also known as indirect discrimination.

**Harassment** relates to unwanted conduct which is due to, or related to a protected characteristic, with the purpose of violating something dignity, creating hostile, degrading, humiliating or offensive environments.

**Victimisation** refers to treating someone unfavourably because they have pursued, have planned to pursue or are currently pursuing action under the Equality Act, or providing support to

someone who in that situation.

In addition, the College ensures its pupils do not experience any inappropriate discrimination because of differences arising out of cultural background; linguistic background; special education needs; academic or sporting ability.

### **College Aims**

- To eliminate unlawful discrimination, harassment and victimisation;
- To provide equal opportunities.
- To educate on equality and diversity.
- To encourage good relations between all members of the College. In order to achieve this aim the college acknowledges the following basic rights for all its members:
  - To be treated with dignity and respect
  - To be treated fairly with regard to all procedure, assessments and choices
  - To receive encouragement

### **Objectives**

- To provide a safe, nurturing and positive atmosphere which encourages and celebrate diversity and difference.
- Treat all students equally.
- Regard all pupils as being equal
- Ensure that all the welfare needs of every student is identified and met.
- Educate students and prepare them to be well rounded and open-minded individuals
- To raise awareness of the needs of others

### **Actions**

Decision makers are required to have due regard to these aims and objectives when formulating policy and making decisions which may have implications for people with protected characteristics. The equality policy must be integrated into college life in a serious, rigorous and open-minded manner. Opportunities should be offered equally to create a diverse positive atmosphere, promote tolerance and challenge prejudice. The College should ensure that all opportunities are offered equally, including, but not limited to:

- preparation for entry to the school (see Admissions Policy)
- college policies (including access to and content of the curriculum)

- breaks and lunchtimes
- the provision of school meals
- interaction with peers
- opportunities for assessment and accreditation
- exam arrangements
- behaviour management approach and sanctions
- exclusion procedures
- clubs, activities and school trips
- arrangements for working with other agencies
- preparation of pupils for the next phase of education
- learning and teaching and the planned curriculum (including teaching materials)
- classroom organisation
- timetabling
- grouping of pupils
- prep
- dress codes
- provision of facilities
- Promotion opportunities
- access to school facilities
- activities to enrich the curriculum
- school sports
- use of rewards
- pupil voice
- staff training
- PHSE programme
- religious observance and promotion
- celebration of national days, feast days, holidays

## **Roles and Responsibilities**

Creating a college environment that promotes equality and denounces discrimination is a whole-college responsibility and requires all members of the college 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 HR manager has the day-to-day responsibility for coordinating the implementation of this scheme.

## Management Team

The Management Team will:

- promote the single equalities plan 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 how the plan is working and any amendments that they feel should be made, as well as feedback from staff, pupils and parents
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- take appropriate action where discrimination or victimisation occurs.
- ensure that the college complies with all equality legislation
- monitor and evaluate the effectiveness of the equality plan annually and make any amendments to improve the plan where necessary

## Staff

College staff will:

- ensure that they are up to date and aware of the contents of this plan and the college's policy 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 anti-bullying 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 pupils
- promote a positive working environment
- report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, pupils, or any other member of the college community, so that these incidents can be reviewed and action taken where necessary.

## Pupils

Pupils 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 inappropriate 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 pupils and their peers.

### **Parents, carers, and visitors**

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

- familiarise themselves with the college's single equality plan and support the scheme 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 plan
- 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.

### **In addition, the College will:**

- Ensure that less favourable treatment or grounds of family circumstances, social or economic class is tolerated.
- Implement established systems for those who feel they have been subjected to or feel at risk of discrimination and work to ensure that all members of the community feel comfortable and confident to raise any issues of difficulties
- Provide training and PSHE sessions to ensure all community members are informed of equal opportunity and principles of diversity and are given opportunity to discuss and understand racism, sexism, homophobia and other forms of prejudice. It is important that everyone understands the negative impacts, emotionally and physically which can be caused by discrimination and prejudice
- Maintain and monitor records of admissions, attendance, progress, achievement, behaviour, discipline, involvement, health and welfare to assess the effectiveness of its commitment to equality and diversity

The College's compliance with this policy is to be monitored by the Director of Studies on a termly basis.

### **Breaches of the Policy**

Any and all forms of discrimination by any person within the college will be dealt with seriously. A record will be kept of such breaches and it will be made clear to offenders that such behaviour is not acceptable and a warning will be issued, explaining that further incidents may lead to punishment such as exclusion or termination.

### **Monitoring and review**

This single equality plan 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). Senior Managers 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. Senior Managers will also review evidence that it is being put into practice in college by staff and pupils, 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.

### **Information will be gathered through:**

- identification of children and young people, parents, carers, staff and other users of the college representing the different protected characteristics. This helps us develop and monitor the scheme. Comprehensive and sensitive efforts are made to collect accurate information and meet security of information requirements, in addition to our duty to secure accurate information relating to ethnicity and first language;
- pupil attainment and progress data relating to different groups;
- children's and young people's' views, actively sought and incorporated in a way that values their contribution;
- information about how different groups access the whole curriculum and how they make choices between subject options;
- sports and activities choices of all groups;
- uptake of the extended college offer by group;
- exclusions data analysed by group;

- records of bullying and harassment on the grounds of any equality issue;
- data on the recruitment, development, and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage.

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. Where robust analysis of outcomes reveals poorer outcomes for any particular groups, an impact assessment will 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
- specified dates for review.