Oakley School

Skills for Life and Independence

Equality and Diversity Policy

Date reviewed: June 2024

Date agreed and ratified by Governing Body: July 2024

Date of next review: July 2027

Definitions

Discrimination is **defined** as distinguishing differences between things or treating someone as inferior based on their race, sex, national origin, age or other characteristics.

Protected Characteristic - the headings of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity are now to be known as protected characteristics.

Access

Staff, students, volunteers and governors are made aware of the existence of this policy and where it can be accessed. Parents and carers and visitors/member of the public can access the policy on the school website.

Policy Statement

Oakley School will adhere to the requirements of the Equality Act 2010 by not discriminating against students, staff, volunteers or anyone involved with the organisation on the grounds of:

- Gender
- Race
- Disability
- Religion/belief
- Age
- Marital status
- Sexual orientation

In addition, there will be no discrimination against:

- pregnant females or new mothers
- staff, students or volunteers undergoing gender re-assignment
- students due to the behaviour of their parents and/or siblings

When recruiting staff, health related questions will not be asked until after a job offer is made, and then only if it is necessary for the role.

Oakley School may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as Afro-Caribbean boys or Roma children. (Previously, this could have been considered discriminatory.)

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff and governors whether paid or voluntary
- All visitors to Oakley School
- All pupils and students at Oakley School

In addition, Oakley School will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people to participate
- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process (by the Headteacher/School Business Leader) to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

Complaint Procedure

Stage 1

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of a member of the Leadership Team. The person responsible for this breach will, in the first instance, be reminded of the existence and purpose of this policy and asked to adhere to it.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to the Head Teacher who will decide the best course of action.

This may result in:

- a warning being issued
- disciplinary proceedings instigated
- a referral to a higher level of authority

Stage 3

The offending person has the right to appeal any decision and can write to the Chair of the Governing Body of Oakley School using the appeals' process set out in our Complaints and Concerns Policy.

The decision of the Chair of Governors will be final.

Additional relevant statutory guidance, circulars or legislation:

- The Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2011.

This policy links with the following Oakley policies and documents:

- Accessibility Policy