



EQUALITY & DIVERSITY POLICY

Greenacre School





EQUALITY AND DIVERSITY POLICY

Greenacre School's Community recognises and accepts its responsibility under the Equality Act 2010. This policy describes the way in which Greenacre School will meet the requirements of the Equality Act 2010. This Act replaces all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

Greenacre School is a very diverse community. We are committed to work towards equality and to combat discrimination and harassment against all people who have protected characteristics defined by their sex, age, race, disability, religion or belief, sexual orientation, gender reassignment, marriage and civil partnerships, pregnancy or maternity.

Purpose:

1. To acknowledge the existence of discrimination and harassment, including covert discrimination against people who share protected characteristics
2. To avoid unlawful discrimination.
3. To promote equality of opportunity.
4. To promote an inclusive curriculum, ethos and learning environment.
5. To celebrate community diversity.
6. To promote a climate of understanding, tolerance and harmony.
7. To create a school in which every person, irrespective of their individual characteristics, feels valued and welcomed.
8. To address where possible, the under representation of staff with protected characteristics in school.

This statement demonstrates our commitment to ensure we give due regard to:

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

This means:

1. As we review all policies, procedures and practice we will have due regard for the impact and outcomes for people who share the protected characteristic.
2. We will record our considerations in order to provide a monitoring tool against our agreed objectives.
3. We will ensure the School Improvement Plan has clearly identifiable Equality objectives in regards to the pupils' experience in the school.



Complaint Procedure

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 the Headteacher. The Headteacher will then advise whether this should be dealt with informally or formally with reference to the complaints procedure. In instances where a complaint relates to the Headteacher the Chair of Governors should be informed. Contact details are available through the main reception.

Equality Monitoring

This statement demonstrates our commitment to ensure we give due regard to:

Eliminate discrimination and other conduct that is prohibited by the act

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Foster good relations across all characteristics between people who share a protected characteristic and people who do not share it