



ABINGDON
HOUSE SCHOOL & COLLEGE

EQUALITY, INCLUSION AND DIVERSITY POLICY

Reviewed By: Bursar
Last Reviewed: September 2021
Next Review: September 2022

A) STATEMENT OF POLICY

- 1) The terms equality, inclusion and diversity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that all our staff are valued and treated with dignity and respect. We want to encourage everyone in our school to reach their potential.
- 2) We will not discriminate against anyone, be they staff, student or parent, on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.
- 3) We will ensure that all students have equal access to the full range of educational opportunities provided by the school, making reasonable adjustments as appropriate. We will constantly strive to remove any forms of indirect discrimination that may form barriers to learning. We recognise that many of the social communication challenges in line with our students' SEND can lead to unintended negative social attitudes. We have discrete lessons to support students with this, as well as therapeutic interventions as needs emerge.
- 4) We will always seek to make reasonable adjustments to enable staff, students and parents to fully participate in the school environment.
- 5) We will challenge stereotyping and prejudice whenever it occurs. We will celebrate the cultural diversity of our community and show respect for all minority groups.
- 6) We recognise that discrimination is unacceptable and although equality of opportunity has been a long standing feature of our employment practices and procedure, we have made the decision to adopt a formal policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action up to and including dismissal.
- 7) We will address equality issues within our curriculum as part of our focus on pupils' spiritual, moral, social and cultural development.
- 8) We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all staff and made known to all applicants for employment.
- 9) The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

- 10) The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
- 11) We will maintain a neutral working environment in which no staff member, worker, student or parent feels under threat or intimidated.

B) CHALLENGING DISCRIMINATION

- 1) We will challenge any forms of discrimination. Should discrimination occur, we will act to prevent any repetition of the incident. We will promote an understanding of different cultures through the curriculum, and we reflect this in the displays of work shown around the school.
- 2) Should anyone at our school be a victim of discrimination, we will do all we can to support that person in resolving any issues that may have arisen from that incident.

C) RECRUITMENT AND SELECTION

- 1) The recruitment and selection process is crucially important to any equality, inclusion and diversity policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.
- 2) Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.
- 3) Job descriptions, where used, will be revised to ensure that they are in line with this policy. Job requirements will be reflected accurately in any personnel specifications.
- 4) We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.
- 5) We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.
- 6) All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.
- 7) All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
- 8) Short listing and interviewing will be carried out by more than one person where possible.
- 9) Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.
- 10) We will not disqualify any applicant because he/she is unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.
- 11) Selection decisions will not be influenced by any perceived prejudices of other staff.

C) TRAINING AND PROMOTION

- 1) Senior staff will receive training in the application of this policy to ensure that they are aware of its contents and provisions.
- 2) All promotions will be in line with this policy.

D) MONITORING

- 1) We will maintain and review the employment records of all employees in order to monitor the progress of this policy.
- 2) Monitoring may involve:
 - a) the collection and classification of information regarding the race in terms of ethnic/national origin and sex of all applicants and current employees;
 - b) the examination by ethnic/national origin and sex of the distribution of employees and the success rate of the applicants; and
 - c) recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions.
 - d) Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or students.
 - e) Monitoring school behaviour and incidents so those students from minority groups are not unfairly treated (behavioural tracking, bullying logs, racism logs).
- 3) The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants, staff, students and parents.

E) PUBLISH

- 1) We will publish equality objectives at least every 4 years and will annually publish equality information.

Our current equality objectives are:

- To promote cultural understanding
- To improve accessibility across the school
- To increase awareness of homophobia, and sexism and racism