

# Equality Diversity and Inclusion Policy

(Including EYFS & Wrap-around Care)

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## Equality, Diversity and Inclusion Policy

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## **Equality, Diversity and Inclusion Policy**

The Princethorpe Foundation is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all staff and pupils

### **1. Introduction**

The Princethorpe Foundation is committed to promoting a positive and diverse culture in which all staff and young people are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with especially our employees, pupils and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

The following groups have been identified as key beneficiaries in terms of the provision of this statement:

- Are being looked after or on the edge of care
- Have Special Educational Needs / Learning Difficulties and Disabilities (SEND)
- Are excluded or at risk of exclusion from school
- Are from an ethnic group
- Have English as an additional language
- Have ill health, including hospitalisation, affecting attendance at school
- Have mental health issues
- Have poor attendance due to non-health issues
- Suffer from drug or alcohol addiction/abuse
- Are school age / teenage parents
- Are young carers
- Are offending or at risk of offending
- Come from very low-income families
- Live in areas of social or economic deprivation
- Are gifted and talented
- Are gender questioning or going through transition
- Are lesbian, gay or bisexual

This policy and all associated procedures apply to all staff (including volunteers and students on placement), pupils and visitors and should be read in conjunction with the following policies:

- Admissions Policy
- Anti-Bullying Policy
- Behaviour Management Policy
- Bursaries and Hardships Policy
- Curriculum Policy
- Educational Trips Policy
- English as an Additional Language Policy
- E-Safety and Multi-Media Policy
- Health and Safety Policy
- Home Learning Policy
- Parents Complaints Procedure

- Personal Safety Policy
- Promoting Fundamental British Values Policy
- Safe Working (Caring) Practice Policy
- Safeguarding Policy
- Safer Recruitment Policy
- SEND Policy
- Staff Code of Conduct
- Whistle Blowing Policy

Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying or harassment of staff or young people by visitors will not be tolerated

## 2. Compliance

Compliance with the Equality Act 2010 is the responsibility of all members of staff. The Princethorpe Foundation does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

## 3. Definitions

The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

For further information on types of unlawful discrimination see Appendix 1.

## 4. Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at each school in the Princethorpe Foundation is the Head. For further information on the **roles and responsibilities** of the Designated Person see Appendix 2.

It is the responsibility of all staff to:

- treat colleagues, pupils and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation.
- support and participate in any measures introduced to promote equality and diversity.
- actively challenge discrimination and disadvantage in accordance with their responsibilities.
- report any issues associated with equality and diversity in accordance with this policy.

It is important to appreciate that an employee is **personally responsible** for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person

to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

## **5. Duty to make reasonable adjustments**

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable. For further information, visit the Equality and Human Rights Commission website at: [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

## **6. Admissions policy**

Our admissions criteria are defined under the admissions policy and are applied consistently to every young person, irrespective of any protected characteristic.

## **7. Curriculum delivery**

The curriculum is crucial to tackling inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum.

Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any young person in the provision of education or access to any benefit, facility or service including educational trips, work experience and leisure activities.

## **8. Suspension or Expulsion**

The decision to suspend a child for a fixed period or expel them from school would be a **last resort**. Our criteria are defined under the Behaviour Management policy and are applied consistently to every young person, irrespective of any protected characteristic.

## **9. Recruitment and selection**

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally.

We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate.

Where appropriate, the Princethorpe Foundation will endeavour to make all reasonable and effective adjustments during the recruitment and selection process.

## **10. Reporting and recording incidents of discrimination and harassment**

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti-Bullying Policy.

## **11. Complaints and grievances**

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure.

## **12. Implementation, monitoring, evaluation and review**

The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of the 'Equality, Diversity and Inclusion Policy' in each school is the Head or Deputy Head.

The designated member of staff is also responsible for ensuring that all young people, staff, parents/carers and placing local authorities are aware of our policy. Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is in the staff handbook and the Foundation website.

This policy document will be reviewed, at least annually and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice.

## Appendix 1. Further information about equality and diversity

### 1. Types of unlawful discrimination

**Direct discrimination** occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

**Discrimination by association** is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

**Perception discrimination** is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

**Indirect Discrimination** occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim.

**Discrimination arising from disability** occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment. Discrimination arising from disability is different from direct and indirect discrimination.

**Harassment** occurs when a person is subject to “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.

**Third-party harassment** occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of the Princethorpe Foundation and the harassment relates to a protected characteristic.

**Victimisation** occurs when an individual is subject to a detriment because they have made an allegation of, or given evidence about, the treatment of any individual (including themselves) who has been subject to any of the above.

## Appendix 2. Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at each school within the Princethorpe Foundation is the Head or Deputy Head. The role of the Designated Person is to:

- create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance;
- ensure that the Princethorpe Foundation complies with equality legislation;
- ensure all policies, practices and procedures, associated with equality and diversity, including admissions, curriculum, recruitment and selection are implemented;
- to make effective and reasonable adjustments where appropriate to meet the individual needs of staff, young people and others who may have business with the Princethorpe Foundation;
- ensure that all staff are aware of and follow the Princethorpe Foundation's policy; and receive appropriate equality and diversity training, in accordance with their roles and responsibilities;
- take 'all reasonable steps' to prevent discrimination, harassment and victimisation from taking place;
- take responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation in accordance with the Princethorpe Foundation's policies, procedures and guidance.

It is the responsibility of all staff to:

- treat colleagues, pupils and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- support and participate in any measures introduced to promote equality and diversity;
- actively challenge discrimination and disadvantage in accordance with their responsibilities;
- report any issues associated with equality and diversity in accordance with this policy.

It is important to appreciate that an employee is **personally responsible** for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable.

Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee caught doing so will be subject to disciplinary action.