



## EQUALITY, DIVERSITY AND INCLUSION POLICY

This policy has been adopted by the Management Committee on:

Date adopted: 13<sup>th</sup> July 2023

Signed:

Next review due: July 2025

## **Equality, Diversity and Inclusion policy**

The Voyage Learning Campus is committed to encouraging equality, diversity and inclusion among our school community, and eliminating unlawful discrimination. We work in partnership with staff, families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination, recognising that inclusion cannot be realised without the involvement and commitment of all members of the school community.

The aim is for our school to be truly representative of all sections of society, and for all members of staff, students and their families to feel respected and a sense of belonging as members of our school.

Voyage Learning Campus create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all stakeholders are recognised and valued.

### **Our policy's purpose**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our school that includes staff full-time, part-time or temporary, young people and their families and visitors.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation

With an understanding of intersectionality where a person may have many facets to their identity.

3. Oppose and address all forms of unlawful discrimination. This includes in:
  - pay and benefits
  - terms and conditions of employment
  - dealing with grievances and discipline
  - dismissal
  - redundancy
  - leave for parents
  - requests for flexible working
  - selection for employment, promotion, training or other developmental opportunities
  - planning and resources used through teaching and learning, including school trips

4. Support the Voyage Learning Campus to encourage and celebrate equality, diversity and inclusion within the school community.

- Provide a learning environment in which all our young people can thrive and achieve.
- Prepare young people for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and global community.
- Challenge and educate staff and students on unlawful discrimination on the grounds of any of the protected characteristics in support of our values of community, belonging and kindness.

## Defining Discrimination

Discrimination can take the following forms, including:

- Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.
- Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.
- Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
- Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.
- Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.
- Discrimination by association – This includes treating a person less favourably because they are linked or associated with a protected characteristic.

## Responsibilities

The Voyage Learning Campus is committed to the promoting an inclusive ethos that includes training staff about their rights and responsibilities under the equality, diversity and inclusion policy.

It is the responsibility of all **staff** to:

- Positively role model inclusive and anti-discriminatory behaviour.
- Support and participate in any measures introduced to promote equality, diversity and inclusion.
- Report any issues associated with equality and diversity in accordance with this policy.
- Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the school's culture, taking all reasonable steps to prevent discrimination, harassment and victimisation from taking place.
- The school expects staff to commit to broadening knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

- Actively challenge stereotyping, bias and discrimination within all aspects of school life, ensuring we learn from these experiences
- Treat each other with respect and kindness in line with our school values.

It is the responsibility of senior leaders to:

- Ensure implementation of this policy and procedures.
- Ensure that all staff are trained and sufficiently aware with equality and diversity.
- Actively challenge and take appropriate action in any cases of discriminatory practice within the school be it by staff, pupils, parents or visitors.
- Have procedures in place to deal effectively with any reported incidents of victimisation, discrimination or harassment.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, students, families, visitors, the public and any others in the course of the school's work activities.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised.
- Monitor and assess how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

It is the responsibility of the Management Committee to:

- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
- Regularly review the policy in line with any changes and updates in legislation.

### **Reporting concerns:**

- Staff should report their concerns directly and confidentially to their line manager or the Principal.
- If your concern is about the Principal, you should report your concern to the Management Committee.
- If your concern is about the Management Committee, you should report your concern to the Principal who will notify the Local Authority.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, students, families and the public.

Such acts will be dealt with as misconduct under the school's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection

from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Any member of the school community who harasses another on the grounds of any protected characteristic will be subject to the School's disciplinary measures in accordance with the School's Behaviour Policy and Staff Code of Conduct.

This policy has been developed in accordance with the following guidance and policies:

**Links to external guidance:**

Keeping Children Safe In Education (2022)

Working together to safeguard children (2018)

**Links to internal policies:**

Safeguarding and Child Protection policy

Relationships and Behaviour policy

Anti-bullying policy

Online safety policy

Disclosure policy

Whistleblowing policy

Staff safer recruitment procedures

**Agreement to follow this policy**

The Equality, Diversity and Inclusion policy is fully supported by senior management and the Management Committee and will be shared with all staff, be they employed full-time, part-time or on a temporary supply basis.