



Equality and Diversity Policy

Date Policy/ Guidance Written	01/10/2020
DFE Recommended Review Frequency	Annually
Date Approved	October 2020
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Date of next review	August 2021
File Location	Compliance File & School Website / Policies
Details of dissemination of Policy/ Guidance (to who, date, method)	Staff at relevant meetings and through Line Management and Staff Appraisal. Referred to regularly in line with SEND training School Website



Changing Lives School

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1. Introduction

This policy describes the way in which SMS Changing Lives School will meet the requirements of the Equality Act 2010. This Act replaced 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 provider.

2. Our Commitment

Senior Leaders at SMS Changing Lives School all staff will;

- Comply with and embrace equality law and maintain good practice
- Promote the school as an employee and reflect the diversity of our community, wherever possible.
- Conduct all staff appointments and promotions on the basis of merit and ability and in compliance with the law.
- Provide all employees with opportunities to influence the development of policies and practice.
- Promote and support education and training to increase awareness and eliminate discrimination.
- Regularly monitor, assess and consult on the impact of the school's policies and procedures to ensure they are fair and reflect staff's different needs and opinions.
- Not tolerate unacceptable behavior, such as discrimination, bullying and harassment at work, and take necessary action to address it.
- Embed equality and consideration of diversity into everyday activities.

To do this, Senior Leaders expect all staff to

- Treat everyone with dignity and respect at all times
- Provide the best standards of service to all members of the school community
- Consider the needs and opinions of all groups



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3. Definitions

The Equality Act 2010 - Disability This plan has been prepared in response to the school's duties under Section 88 of The Equality Act 2010.

The school recognizes the following duties:

- Not to discriminate against disabled pupils in their admissions and exclusions and provision of education and associated services;
- Not to treat disabled pupils less favorably;
- To publish an Accessibility Plan (known as the Planning Duty). Definition of Disability A disabled person is defined by the Disability Discrimination Act as:- 'A person who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities'.

The Planning Duty the Act places a duty (the Planning Duty) on schools to prepare Access Utility Plans for:

- Increasing the extent to which pupils can participate in the school curriculum, e.g. leisure activities and school visits.
- Improving the physical environment of schools to increase the extent to which disabled pupils can take advantage of education and associated services.
- Improving the delivery of written information, e.g. hand outs, timetables etc. Independent schools must make their Accessibility Plans available to interested parties on request at reasonable times.

Protected Characteristics - the Equality Act 2010 offers protection to people with 'protected characteristics'.

These are:-

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief



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- Sex
- Sexual orientation

4. Roles and responsibilities

The Proprietor will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to the proprietor.

All school staff are expected to have regard to this document and adhere to the policy.

5. Concerns and Complaints

At SMS Changing Lives all staff will seek to provide a supportive environment for those who make claims of discrimination and/or harassment.

Any students who believe that they have been discriminated against or have been subject to discriminatory conduct should talk to the Senior Leadership Team or Behaviour for Learning Managers.

Any students who harass another pupil on the grounds of any protected characteristic will be subject to the School's disciplinary measures in accordance with the SMS Changing Lives Behaviour Policy.

If parents feel this policy has been breached they should raise their concern or complaint through the School's Complaints Policy which is available on the School website or can be available upon request.

6. Monitoring arrangements

This policy will be reviewed and updated in accordance with SMS Changing Lives School policy review schedule and from time to time may be updated more frequently in response to changes in guidance, legislation or under instruction from the Proprieter.



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