

EQUALITY & DIVERSITY POLICY

SMS Changing Lives School



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| Approved by: | Hecabe DuFraisie | Date: August 2020 |
| Last reviewed on: | October 2023 | |
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This policy is disseminated to staff at relevant meetings and through line management and staff appraisal. The policy is referred to regularly in line with SEND training and is listed on the school website

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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 apply to all staff and learners, as well as any volunteers working with the provider.

2. Our Commitment

To ensure that all SMS Changing Lives School staff will:

- Comply with and embrace equality law and maintain good practice.
- Promote the school as an employee by reflecting 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 of equality 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.
- Oppose and challenge unacceptable behaviour, 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, SMS Changing Lives School expects 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.

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.

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 school recognises 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 favourably.
- To publish an Accessibility Plan (known as the Planning Duty).

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., handouts, 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
- 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, as well as ensuring 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 student who believes 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 made 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 Proprietor.